TOWN OF DOUGLAS









ANNUAL REPORT
OF THE
TOWN OFFICIALS
FY 2004

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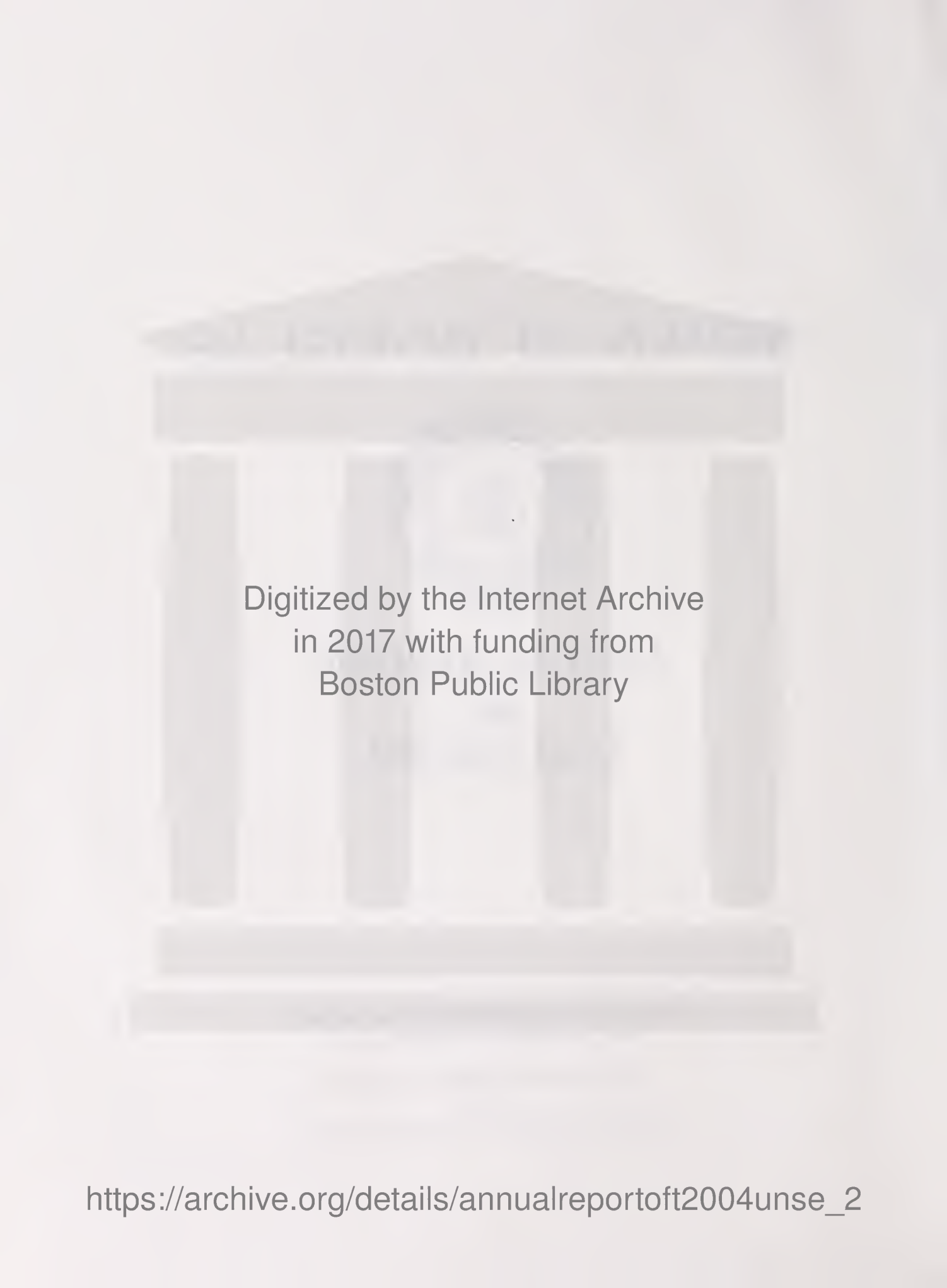
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TOWN OF DOUGLAS



ANNUAL REPORT

Fiscal Year 2004


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Dedication

This Years Annual Fiscal Report is proudly dedicated to our Public Safety Officials. To the members of the Police and Fire Departments who dedicate their lives in helping others.

"Policeman's Prayer"

When I start my tour of duty God,
Wherever crime may be,
as I walk the darkened streets alone,
Let me be close to thee.
Please give me understanding with both the young and old.
Let me listen with attention until their stories told.
Let me never make a judgment in a rash or callous way,
but let me hold my patience let each man have his say.
Lord if some dark and dreary night,
I must give my life,
Lord, with your everlasting love
protect my children and my wife.
- Author Unknown

"A Fireman's Prayer"

When I am called to duty, God,
Whenever flames may rage;
Give me strength to save some life,
Whatever be its age.
Help me embrace a little child
Before it is too late
Or save an older person
From the horror of that fate.
Enable me to be alert
And hear the weakest shout,
And quickly and efficiently
To put the fire out.
I want to fill my calling
And to give the best in me
To guard my every neighbor
And protect his property.
And if, according to my fate,
I am to lose my life,
Please bless with your protecting
My children and my wife.
- Author Unknown

"Dispatchers Prayer"

Dear Lord, help me keep safe those who depend on me. Give me healthy ears, for they are my link with those who need me. Keep my mind sharp and alert, my fingers quick and nimble. Grant that I never forget how to do ten things at once, and do them all equally well.

Bless me with patience Lord. Patience to deal with the public, with the officers, with the boss, and with everyone else who makes me want to grit my teeth and yell.

Give me nerves of steel, that I may listen to a mother screaming for her child to live, the man with a gun, or an officer yelling for backup, and not give way to panic.

Grant me empathy, that I may help the battered wife, the rape victim, the abused child, and not cause them more pain than they already have.

God, give me the ability to learn what I need, to remember it quickly, and give me the wisdom to use the knowledge properly.

Bless my family Lord, for they will have to make sacrifices to shift work, overtime, canceled plans, and times when I just can't take on one more thing. Help them understand the missed ball games, school programs, and dinners for two.

Lord, give me courage. Courage to persevere when I feel undervalued, unappreciated, overworked, and unrecognized. Courage to keep trying when I feel in my heart it's hopeless.

Last of all Lord, help me to never forget why I chose to do this job in the first place, to never lose sight of what is important in the midst of the stress. Help me to remember that I make a difference, however small it may seem some days, and that I matter.

I am a dispatcher, Lord, grant me peace.

In Memoriam

Our Appreciation and Sympathy is extended to the families of those who served our community.

David Irving Aldrich
Korean War Vet.

Julia I. Clougher
Past Town Clerk
Secretary of the Douglas Branch of the Salvation Army

Grace F. Dudley
WWII Vet.
Planning Board

Harold P. Dudley
High School Principal

Thomas A. Gauthier
Vietnam Vet.

Daniel William Gilbert
WWII Vet.

John J. Koslak
Fence Viewer

Gary W. Neiza
Vietnam Vet.

John M. Neville
WWII Vet.

Harold Porter
Korean War Vet.

Joseph F. Stefanak
WWII Vet.

Appreciation

Our appreciation goes out to our Retirees' and Volunteers' who served our Community well.

Marilyn Yacino
School Department
Retired after 28 years

Alberta Collins
Emergency Medical Technician

Linda Nadeau
Emergency Medical Technician

Raymond Nadeau
Emergency Medical Technician

Town Statistics

The Town of Douglas is located in Southern, Massachusetts, bordered by Oxford and Sutton on the north; Uxbridge on the east; Burriville, Rhode Island, on the south; and Webster on the west. Douglas is 18 miles south of Worcester, 40 miles southwest of Boston and 175 miles from New York City.

Total Area: 37.71 square miles
Land Area: 36.37 square miles
Incorporated as a Town: 1746

Form of Government: 5 member Board of Selectmen / Open Town Meeting

CENSUS

2004		7992	1995		5764
2003		7864	1994		5595
2002		7496	1993		5437
2001		7351	1992		5196
2000	(Federal Census)	7045	1991		4967
1999		6881	1990	(State Census)	3721
1998		6662	1975		3174
1997		6377	1970		2947
1996		6024	1960		2959

Municipal Center Hours of Operation

Monday – Thursday
8:30 am – 1:00 pm
1:30 pm – 4:00 pm

Tuesday Evening
6:00 pm – 8:00 pm

Friday: Closed
State and Federal Holidays: Closed

Additional hours for Community Development and the Administrative Office ***Only***:
Friday
8:30 AM to NOON.

Boston Post Cane

In August 1909, Mr. Edwin A. Grozier, Publisher of the Boston Post newspaper, gave the Selectmen of 431 towns in New England, a gold-headed ebony cane with the request that it be presented with the compliments of the Boston Post to the oldest male citizen of the town, to be used by him as long as he lives (or moves from the town), and then handed down to the next oldest citizen of the town. In 1930 eligibility for the cane was opened up to women as well.

Over the years the canes were lost, never returned to the town, or retired by the town. Most, including Douglas, have replaced the original with another cane for presentation since the original cane is missing.

In the time honored tradition of the Boston Post Cane, the Douglas Board of Selectmen continues to present a cane to the Douglas Citizen holding this position. Below is a list of known recipients through FY04. The Selectmen's Office is in search of past recipients and the original cane.

Respectfully submitted;
Suzanne Kane
Administrative Assistant
Board of Selectmen

		Yr. Received Cane
Carrie Francis Carpenter	Franklin Street	
1887 - October 7, 1992	105 yrs	
John Manyak	Gilboa Street	1992
1891 - May 14, 1994	103 yrs	
Susan Nedoroscik	13 West Street	1994
1895 - October 18, 2002	107 yrs	
Harriet Dexter	30 Main Street	2003
1905 - July 5, 2003	98 yrs	
Ardis H. (Shippee) Parker	11 Chestnut Street	2003
1905 - June 6, 2004	100 yrs	

Massachusetts Congressional Delegation

U. S. Senators

EDWARD M. KENNEDY		**JOHN F. KERRY**	
Boston Office:	2400 John F. Kennedy Federal Bldg	Boston Office:	One Bowdoin Square, 10th Floor
	Boston, MA 02203		Boston, MA 02114
	617-565-3170		617-565-8519
Washington Office:	317 Russell Senate Office Bldg.	Worc. Office:	90 Madison Place, Room 205
	Washington, DC 20510		Worcester, MA 01608
	202-224-4543		508-831-7380

Constitutional Offices

Governor		**Attorney General**	
Mitt Romney	State House, Room 360	Thomas F. Reilly	One Ashburton Pl., 20th Floor
	Boston, MA 02133		Boston, MA 02108
	617-725-40000		617-727-2200
Lt. Governor		**Secretary of the Commonwealth**	
Kerry Murphy Healey	State House, Room 360	William Francis Galvin	State House, Room 337
	Boston, MA 02133		Boston, MA 02133
	617-727-7200		617-727-9180 Exec. Office
			617-727-7030 Gen. Info.

U. S. Representative

SECOND DISTRICT
Richard E. Neal
4 Congress St.
Post Office Bldg.
Milford, MA 01757
508-634-8198

State Senator

Richard T. Moore
State House, Room 312-D
Boston, MA 02133
617-722-1420

State Representative

Paul Kujawski
9 Mendon Street
Uxbridge, MA 01569
508-278-0900

Town Officials

Elected

Assessors, Board of – 3 years		
James Sughrue	Assessor	2005
Jack Blatchford	Assessor	2006
Scott Meizen	(Appointed then Elected May 11, 2004)	2007

Blackstone Valley Voc. School Dist. Com. – 4 years		
John Lavin, III		2006

Cemetery Commission – varies		
Henry LaBonne	(Succeeded by Shirley Cooney)	2004
John Manning	Chairman (Resigned 2-6-04)	2005
Donald P. Gonynor	(Elected May 11, 2004)	2005
David Furno	(Resigned 4-4-04)	2006
Gail B. Swenson	(Elected May 11, 2004)	2006
Shirley J. Cooney	(Elected May 11, 2004)	2007

Town Clerk – 3 years		
Christine Furno	Town Clerk	2006

Collector of Taxes – 3 years		
Pamela Carter	(Re-elected May 11, 2004)	2007

Constables – 3 years		
Rich Preston	(Resigned after term)	2004
Mike MacInnis		2007
Carol E. Field	(Elected May 11, 2004)	2007

Housing Authority - varies		
Pat Manning	Chair	2005
Robert Stevens		2006
Jean Peterson	Vice Chair	2007
Diane St. George	Secretary	2008

Library Trustees – 3 years		
Joseph Biagioni II		2005
Timothy Martin		2006
Deborah Froehlich	(Elected May 11, 2004)	2007

Moderator – 3 years		
Jerome Jussaume		2006

Moses Wallis Devise – 1 year		
Michael MacInnis	Agent (Elected May 11, 2004)	2004

Planning Board – 5 years		
Eben Chesebrough		2005
Linda Brown		2005
Ernest Marks, Jr.	Vice Chair	2006
Daniel Heney		2007
Joel Rosenkrantz		2007
Mark Mungeam		2008
Richard Vanden Berg	Chair (re-elected May 11, 2004)	2009

Recreation Commission – 3 years		
Scott Lavallee		2004
Robert Doyon		2005
Joseph Valliere		2005
Donald Gonynor		2006
Robert Saster	Chairman (Elected May 11, 2004)	2007
John J. Furno	(Elected May 11, 2004)	2007

School Committee – 3 years		
John Durkin	Chairman (Resigned)	2004
Sandra Raines	Vice Chair / Chair (Succeeded)	2004
Ann Brunson	Secretary	2005
Shirley Downs		2006
Leslie Breault		2006
Tom Navaroli	(Appointed then Elected May 11, 2004)	2007
Margaret V. Reed	(Elected May 11, 2004)	2007

Selectmen, Board of – 3 years		
Ronald Forget	(retired after term)	2004
Paula Brouillette		2005
Richard E. Preston	Vice Chair	2006
Edward Therrien		2006
Shirley M. Mosczynski	Chair (re-elected May 11, 2004)	2007
David A. Furno	(Elected May 11, 2004)	2007

Town Treasurer – 3 years		
Sharon Brotherton	Treasurer	2006

Water / Sewer Commission - Elected

Rick Colonero		2005
Joseph Saster		2006
Robert Josey	Chair (re-elected May 11, 2004)	2007



Appointed by the Board of Selectmen

Animal Control Officer – 1 year

Jay O'Connor		2004
Maura O'Connor		2004

Bridge Viewer - 1 year

Edward Therrien		2004

Building Department – Commissioner – 3 years

Adelle Reynolds	Building Commissioner	2004

Building Department - Inspectors - 1 year

Richard Wallis	Electrical Inspector	2004
Wayne Hickey	Electrical - Alternate	2004
Joseph Saster	Gas Inspector	2004
Joseph Saster	Plumbing Inspector	2004
Florendo Colonero	Plumbing Inspector - Alternate	2004

Cable Advisory Committee – 3 years

Paul Crandall		2005
Rich Preston		2005
Joe Vecchione		2005
Mitch Cohen	Vice Chair	2006
Thomas Devlin	Chair	2006

Capital Improvement Committee - varies

Terri Feuersanger	Vice Chair / Sec.	2004
Glenn Gilbert	Dept. Rep.	2004
Shirley Mosczynski	Dept. Rep.	2004
Bob Saster	Dept. Rep.	2004
BettyAnn Therrien		2004
Kent Vinson	Dept. Rep.	2004
Paula Brouillette		2006
Mitch Cohen	Chair	2006

Central MA Regional Planning Rep. - 1 year

Paula Brouillette	Alternate	2004

Civil Defense - 1 year

Ernest Marks, Jr.	Director	2006

Conservation Commission – 3 years

Marylynne Dube	Chair	2004
Michael Valliere		2004
Eric Virostek	Associate Member	2004
Ralph Dudley, III		2005
Leon Mosczynski		2005
Linda Brown		2006
Richard Downs		2006
Michael Yacino		2006

Council on Aging – 1 year

Patrick Blake		2004
Caroline Fulone		2004
Jennifer Hoffer	Alternate	2004
Ann Lynch		2004
Lori Morini	Chairman	2004
Margaret Nelson		2004
Marie Ryder	Secretary	2004
Rosanna Windham	Treasurer	2004

Cultural Council – 3 years

Marleen Bacon	Chair	2004
BettyAnn McCallum	Secretary	2004
Patricia Brule		2005
Mitch Cohen		2005
Anne Burgess		2006
Alysa Green		2006

Disability, National Organization on – 1 year

Adelle Reynolds	Coordinator	2004

Economic Development Commission – 3 years

Carol Hutnack Gogolinski	Secretary	2004
Paul Peterson	Vice Chair	2004
Harold Davis	Chair	2005
David Branagan		2006
Cliff Van Reed		2006

Elderbus Board of Directors – 1 year

Patrice Rousseau		2004
Alyssa Graveson	Alternate	2004

Fence Viewer – 3 years

Peter Coppola		2006
Joel Smith		2006
Michael Yacino		2006

Health, Board of – 3 years

Donald Nelson	Chair	2004
Joseph Yacino	Agent	2004
Robert Brazeau		2005
Justin Lapham		2006
David McCallum	Vice Chair	2006

Historical Commission – 3 years

Joanna Ziegler	Vice Chair (Resigned after term)	2004
David Kmetz		2004
Jean Peterson	Secretary	2006

Housing Partnership – 1 year

Edwin Taipale	(Resigned after term)	2004

Insurance Advisory Board – 1 year

Ann Burgess	Retiree	2004
Marsha Coder	School Union	2004
Maureen Glynn	Police Union	2004
Donald Gonynor	Fire Department	2004
Beth MacKay	Municipal Center	2004
Ernie Marks	Highway	2004
Aaron McLaughlin	Police Union	2004
Shellie Wilson	School Union	2004

Local Emergency Planning Committee - 2 years

Donna Auger	Hospital	2005
Patrick Foley	Law Enforcement	2005
Norman Forget	Hazmat Facilities Owner/Operator	2005
Donald Gonynor	Fire Fighter	2005
Suzanne Kane	Broadcast/Print Media	2005
Pauline Labrecque	Emergency Medical Services	2005
Paul Lyons	Hazmat Facilities Owner/Operator	2005
Ernie Marks	Emergency Management	2005
Paul Merritt	Hazmat Facilities Owner/Operator	2005

Local Emergency Planning Committee (cont.)

Shirley Mosczynski	Local Official	2005
Edward Therrien	Public Works	2005
Connie Verge	Transportation Personnel	2005
Joseph Yacino	Health	2005
Steve Zisk	Local Environment	2005

Master Plan Implementation Committee – 1 year

Christine Anderson	(Resigned after term)	2004
Ray Bellenoit		2004
Linda Brown	Secretary	2004
Eben Chesebrough		2004
Marylynne Dube		2004
Carol Hutnak Gogolinski	Vice Chair	2004
Pamela Holmes		2004
Shirley Mosczynski		2004
Paul Peterson	Chair	2004
Rich Preston	(Resigned after term)	2004
Edwin Taipale		2004
Robert Werme		2004
Robert B. Werme Jr.		2004

Measurer of Lumber – 3 years

John Hagerty	Measurer of Lumber	2006
Joel Smith	Measurer of Lumber	2006

Octoberfest - Extended to 2 years in June 2004

Hana Ballou	Contests	2004
Sharon Brotherton	Treasurer (Resigned 9-11-03)	2004
Diana Dube	(Resigned after term)	2004
Carol Macchi	Signs/Volunteers (Resigned after term)	2004
Scott Reynolds	Entertainment	2004
Tony St. Pierre	Chair	2004
Mary St. Pierre	Secretary	2004

Open Space Committee – 3 years

Josiah Burch		2005
Marylynne Dube		2005
Tom Featherstone		2005
Lisa Mosczynski	Chair	2005
Sue Perkins		2005

Police, Special – 1 year

Jay O'Connor		2004
Edward Therrien		2004

Skate Park Building Committee – term of project

David Cheney		
Andrea Cutting	Secretary	
Suzanne Gagnon	Co-Chair	
Rhoda Kaczmarek		
Pamela Mort	Co-Chair	

Tree / Moth Superintendent – 3 year

Leon Mosczynski		2004

Veterans Agent - Appointed (1yr.)

Ken Trajanowski	Director	2004

Worcester Regional Transit Authority Advisory Board – 1 year

Alyssa Graveson	(Resigned after term)	2004
Patrice Rousseau	Alternate (Resigned after term)	2004

Zoning Board of Appeals - Appointed (3yrs.)

Joseph Fitzpatrick	Chair (Resigned after term)	2004
George Burns	Alternate	2005
Edouard St. Martin	Clerk (Resigned after term)	2005
Harold Davis		2006
Colin Haire	Alternate	2006



Other Appointments

Animal Inspector – Appointed by State

Richard Downs		

Finance Committee - Appointed by the Moderator

Paula Brouillette		2004
Thomas Navaroli		2004
Joel Smith		2004
Jerome Kocur		2005
William Krauss		2005
Gene Morin	Secretary	2005
Gary Bolen		2006

Finance Committee - cont.

Pamela Holmes	Chair	2006
Annmarie Nixon	(Resigned 5-4-04)	2006

Health, Board of - Appointed by BOH

James. F. Malley, Jr.	BOH Engineer

Library Trustees Life Members - Appointed by Library Trustees

Ramona Lachapelle	Treasurer
Elliott Chesebrough	Chairman
Betty Holden	Vice Chair
Barbara Gjeltema	Secretary

Library Building Committee – Appointed by Library Trustees

Rick Colonero	(Resigned 4-14-03)
Tim Cox	(Resigned 3-25-04)
Ann Hackett Devlin	
Deborah Froehlich	
Barbara Gjeltema	
Betty Holden	
Ramona Lachapelle	Secretary
Lori Morini	
Merritt Tetreault	Chairman
Joe Vecchione	

Personnel Board - Appointed by various Boards

Hillary MacInnis	Town Clerk	Vice Chair (Resigned at end of term)	2003
Ron Gadbois	FinCom		2004
Leslie Navaroli	FinCom	Chair (Resigned at end of term)	2004
Mary Eldridge	BOS	Employee Specialist (Resigned 6-14-04)	2005
BettyAnn McCallum	BOS	Secretary	2006

Registrars, Board of - Appointed by Town Clerk

Anne Resan	2004
Mary Lou Sughrue	2004
Christine Furno	2006
Albina Saster	2006

School Building Committee - Appointed by School Committee

Ken Ballou	
Jack Blatchford	Chair
Leslie Breault	
Steve Carroll	
Mitch Cohen	

School Building Committee – cont.

Shirley Downs
Lynlee Fertal
Robert Murphy
Pam Schwartz
Dan Sheehan
Tony St. Pierre



Municipal Employees

Accounting Office

Richard Mathieu	Town Accountant
Debby Harris	Assistant

Administration / Board of Selectmen Office

Michael Guzinski	Executive Administrator
Suzanne Kane	Administrative Assistant
Jane Brule	Administrative Secretary
Ken Mahony	Executive Administrator (Retired)

Assessor Office

Beth MacKay	Administrative Assistant
Julie Kessler	Principal Clerk
Ida Ouillette	Asst. Assessor
Pat Curtis	Assessors Lister

Building Department

Jane Lanpher	Assistant

Collector of Taxes Office

Eileen Damore	Assistant

Town Building Maintenance Office

Rick Colonero	Facilities Maintenance Manager

Clerks Office

Eileen Damore	Assistant

Community Development

William Cundiff	Town Engineer
Stephen Zisk	Planning/Conservation Agent

Community Development – cont.

Maria Chesley	Administrative Secretary

Fire Department

Donald Gonynor	Chief / EMT / Forest Fire Warden & Chief
Philip Brule	Deputy Chief
John Furno	Deputy Chief
Peter Campo	Captain / EMT
Ted Sochia	Captain
Kent Vinson	Lt / EMT
Pauline LeBrecque	EMT
Mathew Curtis	EMT
Nadine Forsythe	EMT
Adam Furno	EMT
Patrica Furno	EMT
Michael Gonynor	EMT
Meredith Mabey	EMT
Justin McCallum	EMT
Raymond Nadeau	EMT
Kevin Perrin	EMT
Sean Robar	EMT
Patrice Rousseau	EMT
Jamie Santagate	F.F. Provisional
Robert Armaral	
Paul Buma	
Jonathan Cohen	
David Furno	
David Furno	
Jeffery King	
Patrick Manning	
Ernie Marks	
David Mosley	
Shane Simpson	
John Stebenne	Chaplin
Patricia Giedrys	Clerk

Board of Health Office

Marleen Bacon	Administrative Supervisor
Cheryl Rawinski, RN	Nurse

Highway Department

Edward Therrien	Superintendent
BettyAnn McCallum	Clerk
Raymond Begin	
Philip Brule	

Highway Department – cont.

David Furno	
John Furno	
Jeffery King	
Ernest Marks, Jr.	

Library, Simon Fairfield Public

Ann D. Carlsson	Director
Maryellen Aubin	Library Assistant
Debbie Soderman	Library Assistant
Janeen Rawson	Children's Librarian
Todd Migliacci	Library Page
Tina Soderman	Library Page
Josh Tetreau	Library Page
Katie-Grace Youngsma	Library Page

Police - Fire Dispatchers

Patricia Brule	Full Time
Daniel Dunleavy, Jr.	Full Time
Steven Raymond	Full Time
Susan White	Full Time
William Seaver	Perm-Part Time
Brian Abbott	Part Time
Keith Chipman	Part Time
John Colorio	Part Time
Karen Kaminski	Part Time
Peter Kreft	Part Time
Raymond Majeau	Part Time
Michael Martinsen	Part Time
Linda Sousa	Part Time
Mark Sterling	Part Time

Police Department

Patrick Foley	Chief
Glenn Gilbert	Lt.
David Brown	Sgt.
Nick Miglionico	Sgt.
Ronald Fortier	Patrolman
Brett Fulone	Patrolman
Gregory Gilbert	Patrolman
Maureen Glynn	Patrolman
Mark Kaminski	Patrolman
Richard McLaughlin	Patrolman
Aaron McLaughlin	Patrolman
Patricia Brule	Admin. Sec.

Police, Reserve Officers

Brain Abbott
Keith Chipman
John Colorio
Mark Dunleavy
Norman Forget
Jay Johnson
Peter Kreft
Raymond Majeau
Michael Martinsen
Michael Reardon
Richard Scanlon
Leonard Vassar

School – Early Learning

Michael Masney	Principal

School – Elementary

Jeff Marsden	Principal

School – High School

Mary Stone	Principal
Brett Kustigian	Vice Principal

School – Intermediate

Debra Pincince	Principal
Jason Phelps	Vice Principal (Resigned 6/30/04)

School – Superintendents Office

Concetta Verge	Superintendent
Paula Markle	Assistant (Resigned 6/25/04)
Regina Cardone	Business Administrator

Senior Center

Alyssa Graveson	Director
Patrice Rousseau	Outreach Coordinator
Rosanna Windham	Clerk
Frances Jolda	Clerk
Ashley Rousseau	Volunteer Assistant

Treasurers Office

Kim Yargeau	Assistant

Transfer Station

Richard Downs
John Kocur
Oliva "Phil" Luneau

Water / Sewer Department

Dennis Croteau	Systems Manager
Raymond Decoteau	
Dave Dejong	
Ralph Dudley III	

Zoning Board of Appeals - Staff

Christine Mitchell	Secretary



Municipal Calendar
Fiscal Year 2005

	August 2004	
1st	First Quarter Taxes due	Collector
25th	Last day to register to vote and change party enrollment for State Primaries. 9:00 am – 8:00 pm.	Town Clerk
30th	Last filing day for Classified Forest Land, MGL 61	
	September 2004	
14th	State Primaries. Polls open at 7:00 am – 8:00 pm.	Town Clerk
	October 2004	
1st	Last date to file Application to have land valued and taxed as Agricultural / Horticultural Land or Recreational Land, MGL 61 A, B	Assessor
2nd	Octoberfest 9:00 to 4:00 pm	
13th	Last day to register to vote and change party enrollment for State Election	Town Clerk
19th	Vote on Holiday Liquor Sales	Selectmen
	November 2004	
1st	Second Quarter Taxes Due	Collector
26th	Liquor License Renewals due	Selectmen
26th	Class II License Renewals due	Selectmen
	December 2004	
1st	Application for the Senior Tax Work-off Abatement Program filing deadline	Assessor
31st	Deadline for filing Abatement Application for Motor Vehicle Excise for Prior Calendar Year	Assessor
	January 2005	
1st	Assessment of all Real & Personal Property for the ensuring Fiscal Year beginning July 1st	Assessor
1st	Forms for List of Personal Property are available in the Assessors Office (due March 1st)	Assessor
15th	Burning Permits available until May 1, 2004	Town Clerk

	February 2005	
1st	Real Estate & Personal Property Tax Abatement filing deadline	Assessor
1st	Third Quarter Taxes due	Collector
1st	Town Census Forms due	Town Clerk
28th	Dog Licenses due	Town Clerk
	March 2005	
1st	Form of List for Personal Property filing deadline	Assessor
1st	Filing deadline for 3-ABC forms by Non-Profit Organizations	Assessor
1st	Transfer Station Sticker Renewal for six month period	BOH
25th	Articles Due for Annual Town Meeting	Selectmen
	April 2005	
1st	Exemption Application filing deadline	Assessor
20th	Last day to Register to Vote for Annual Town Election	Town Clerk
26th	Last day to Register to Vote for Annual Town Meeting	Town Clerk
30th	Certificate of Registration for Storage of Flammables due	Town Clerk
	May 2005	
1st	Return of forest products cut from classified forest land (Chapter 61) filing deadline	Assessor
1st	Fourth Quarter Taxes due	Collector
10th	Annual Town Election	Town Clerk
16th	Annual Town Meeting	Town Clerk

Fiscal Year 2006

	August 2005	
1st	First Quarter Taxes due	Collector
30th	Last filing day for Classified Forest Land, MGL 61	Assessor

COMMITTEE MEETING SCHEDULE

Of the Month

Board of Health	1st Monday	6:00 P.M.
Cable Advisory Comm.	2nd & 3rd Monday	7:00 P.M (Selectmen's Office)
Capital Imp. Comm.	1st & 3rd Thursday	7:00 P.M.
Cemetery Comm.	1st Monday	7:00 P.M.
Conservation Comm.	1st & 3rd Monday	7:00 P.M.
Economic Dev. Comm.	2nd & 4th Monday	7:00 P.M.
Finance Comm.	2nd & 4th Monday	7:00 P.M.
Library Trustee's	3rd Tuesday	7:00 P.M. (Library)
Library Building Comm.	2nd Tuesday	7:00 P.M. (Library)
Master Plan Imp. Comm.	1st & 3rd Wednesday	7:00 P.M.
Octoberfest Comm.	2nd Thursday	6:00 P.M. (Resource Room)
Open Space Comm.	3rd Thursday	7:00 P.M.
Personnel Board	2nd Monday	7:00 P.M. (Kitchen)
Planning Board	2nd & 4th Tuesday	7:00 P.M.
Recreation	1st Monday	7:00 P.M. (Resource Room)
Selectmen	1st & 3rd Tuesday	7:00 P.M. (Resource Room)
Skate Park Comm.	Last Wednesday	7:00 P.M. (Resource Room)
Water/Sewer Comm.	1st Tuesday	7:00 P.M. (Charles St.)
Zoning Board of Appeals (ZBA)	1st Thursday	7:00 P.M.

CHANGES WILL BE POSTED AT LEAST 48 HOURS IN ADVANCE

Board of Selectmen

500-476-4000 ext. 350

The Douglas Board of Selectmen presents its report for the fiscal year ending June 30, 2004, as per the town's bylaw.

The Board reorganized after the Annual Town Election in May with Shirley M. Mosczynski and Richard E. Preston continuing to serve as chairman and vice-chairman respectively.

The expenditures for the Selectmen's office were as follows:

Total Wages	$124, 336.00
Dues and professional memberships	$3,957.00
Advertising	$1,114.00
Printing	$117.50
Transportation and training	$5,458.03
Equipment/Capital items	$22,528.52
Miscellaneous	$1,823.26
Town Hall Office Supplies	$19,483.57
Contractual Services	$4,083.95
Town Reports	$2,699.70
Street Lighting	$31,492.10
Town Counsel	$58,633.89
Liability Insurance	$145,095.41
Total Expenditures	**$420,822.93**

Among the highlights of Fiscal Year 2004 were the following:

Signed a contract with General Code Publishers for the codification of the town's General Bylaws

Endorsed the Public Works Economic Development (PWED) Grant application for the Douglas Business Park

Presented the Boston Post Cane to Mrs. Ardis Parker as our oldest resident at 100 years of age

Received a United States Department of Agriculture (USDA) grant for $206,500.00 for our Main Street and Route 16 project.

Was awarded $6,692 by the Massachusetts Interlocal Insurance Association (MIIA) for implementing key risk management procedures.

Approved the early retirement of Executive Administrator Kenneth Mahoney

Appointed a ten member Executive Administrator Search Committee

Voted to hire Michael Guzinski of Blackstone as Executive Administrator

Approved a single tax rate of $16.48/1,000 which was an increase of $1.44/1,000

Voted to exercise our right of first refusal to purchase 103 acres of Chapter 61 protected property on Northwest Main Street

Granted the Cable Television License to Charter Communications

Approved a three year contract with union personnel in the Police Department

Approved the acceptance of a gift of 21.05 acres of land on Makowski Drive from Charles French to the Conservation Commission (Way Back Farm land)

Received national recognition as a Preserve America community along with the other towns of the Blackstone Valley

Received notice that the Library Board of Trustees and the Library Building Committee were eligible for a grant of $1,778,970 for their library expansion project

Received a grant of $631,000.00 from the United States Department of Agriculture (USDA) for the new Water/Sewer Treatment Plant.

The Board of Selectmen presented the townspeople with a balanced budget with the help of staff in all departments. No employee was laid off, but vacancies were not filled and budgets were cut. Capital projects were again put on hold. Douglas continues to be a fast growing community that puts demands on our departments especially regarding safety. The Board has encouraged the Safety Committee to be proactive to prevent problems.

The Board of Selectmen continues to work towards better communication with all boards. We met with the School Committee, Library Board of Trustees and its Building Committee, the Economic Development Commission, Water/Sewer Commission, Master Plan Committee, Open Space Committee, and the Finance Committee. We also began meeting regularly with the Selectmen and Administrators/Managers of the towns of Northbridge, Sutton and Uxbridge along with our state representative and senator to share common problems and to find solutions especially in regard to economic growth.

The Board of Selectmen is most appreciative of the dedication of the staff, boards, commissions and committees as well as the many volunteers who contribute so much to make our town work. With their continued help, we will seek out the best possible solutions for the citizens and taxpayers of Douglas.

Respectfully submitted,
Shirley M. Mosczynski, Chairman
Richard E Preston, Vice Chairman
Paula Brouillette
David Furno
Edward Therrien



Board of Selectmen's Madame Chairman Shirley Mosczynski receiving MIIA Loss Control Outstanding Loss Control Program Award for 2003 for the Town of Douglas at the Massachusetts Municipal Association's Annual Meeting (MMA) in Boston. Douglas was awarded $9,003.64 in FY03 by the Massachusetts Interlocal Insurance Association (MIIA) for implementing key risk management procedures. Presenting the award are (L to R) Jeoffrey C. Beckwith, President, Reginald S. Stapczynski, Chairman, and Stanley J. Corcoran of MIIA.

Executive Administrator

500-476-4000 ext. 101

It is with great pleasure that I present to you, the people of Douglas, my Annual Report for Fiscal Year 2004. I consider it an honor and a privilege to serve as your Executive Administrator. My first few months with the Town of Douglas have been challenging, eventful, and rewarding.

The Board of Selectmen, in their report, has described to you the major events that have occurred, and the projects that the Town has been working on, over the past year. The budget process for Fiscal Year 2005 was a challenging one. I worked closely with the Board of Selectmen, Finance Committee and Town Accountant to develop a balanced municipal budget for FY05. Most municipal departments had little or no increases in their budgets for FY05. Several vacant town employee positions went unfilled and Town

departments were asked to do more with less. However, I am pleased to report that our various town agencies are handling the budget strain admirably, and are continuing to provide outstanding services to the people of Douglas.

Since I was appointed I have maintained an open door policy for all residents, and this will continue for my entire tenure in the Town of Douglas. We have a great deal of work ahead of us, but by working together, I believe that we can continue to improve the quality of life for all Douglas residents. From the experiences of my brief tenure, I can honestly say that the Town of Douglas is truly blessed with many active and dedicated residents, officials, department heads, and employees who are continually working to make the Town of Douglas a better place in which to live.

I would like to express my sincere gratitude to the Board of Selectmen for granting me the opportunity to serve your community. I would also like to thank Suzanne Kane and Jane Brule for all of their assistance in helping me get acclimated to my new office, and for all the valuable work they do in making the Selectmen's office work so efficiently and effectively. I will continue to work on behalf of the best interest of the Town of Douglas. As your Executive Administrator, I look forward to working with each of you into the future.

Respectfully submitted,
Michael J. Guzinski
Executive Administrator

Town Clerk

500-476-4000 ext. 355

To the Board of Selectmen and the Citizens of the Town of Douglas:

The Town Clerk's office is pleased to submit the following report for the period July 1, 2003 to June 30, 2004:

FY04 Receipts to Treasurer

	JULY	AUGUST	SEPT	OCT/NOV	DEC	JAN	FEB	MAR/APR	MAY/JUNE	TOTALS
PARKING TICKETS	$0.00	$5.00	$0.00	$40.00	$15.00	$20.00	$5.00	$0.00	$0.00	**$85.00**
STREET LISTS	$30.00	$10.00	$15.00	$25.00	$10.00	$5.00	$15.00	$10.00	$20.00	**$140.00**
ZONING BYLAWS	$0.00	$0.00	$40.00	$40.00	$0.00	$20.00	$20.00	$20.00	$60.00	**$200.00**
SUBDIV. BYLAWS	$0.00	$0.00	$0.00	$10.00	$0.00	$10.00	$10.00	$0.00	$0.00	**$30.00**
TOWN BYLAWS	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$10.00	$0.00	$0.00	**$10.00**
RAFFLE PERMITS	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$10.00	$0.00	$0.00	**$10.00**
TOWN HALLRENT	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
FLAMMABLES	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
NON-CRIMINAL VIO.	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
SPORTING LIC.	$132.00	$118.00	$46.75	$104.00	$62.00	$1,230.25	$415.25	$581.75	$327.50	**$3,017.50**
CLERK'S FEES	$123.00	$310.10	$283.25	$303.48	$220.50	$181.75	$206.95	$750.45	$808.91	**$3,188.39**
DOG LICENSE $	$320.00	$95.00	$200.00	$65.00	$15.00	$4,885.00	$8,875.00	$1,915.00	$615.00	**$16,985.00**
$ TURNOVER	**$605.00**	**$538.10**	**$585.00**	**$587.48**	**$322.50**	**$6,352.00**	**$9,567.20**	**$3,277.20**	**$1,831.41**	**$23,665.89**

DOG LICENSE #	13	4	11	4	1	278	510	101	36	**958**
FISHING LIC.	2	2	0	0	0	14	7	7	7	**39**
HUNTING LIC.	0	2	1	2	1	5	2	0	0	**13**
SPORTING LIC.	2	0	1	1	0	28	9	2	4	**47**
ARCHERY STAMP	0	1	2	7	7	1	1	0	0	**19**
WATERFOWL	0	0	1	0	0	1	0	0	0	**2**
PRIMITIVE F.A.	1	1	1	3	0	5	2	0	0	**13**
LAND STAMPS	4	4	1	2	1	34	12	9	7	**74**

SPECIAL TOWN MEETING
Monday, November 24, 2003

Pursuant to the foregoing warrant the inhabitants of the Town of Douglas who are qualified to vote in elections and town affairs met at the Douglas High School Auditorium on Davis Street on Monday, November 24, 2003 at 7:00 p.m. There being a quorum present (58 registered voters), the meeting was called to order by the Moderator, Jerome D. Jussaume. After saluting the flag, the service of the warrant and the Constable's return was read by Mr. Jerome D. Jussaume and the Town voted as follows:

Article 1: Highway Transfer
The Town voted to transfer the sum of $35,610 from Capital Outlay to Highway Expense.
PASSED BY MAJORITY VOICE VOTE.

Article 2: Amend Town Meeting Articles
The Town voted to amend the funding of the Annual Town meeting articles 1, 2 and 3 by changing the source of funding by rescinding the transfer of $50,000 from the Planning Board Revolving Account, and to increase the amounts to be raised and appropriated by $50,000.
PASSED BY MAJORITY VOICE VOTE.

Article 3: School Appropriation from Municipal Medicaid
To see if the Town will vote to raise and appropriate an additional $60,000 to the Douglas Public School budget, or to take any other action thereto.
A MOTION WAS MADE AND SECONDED TO POSTPONE ARTICLE INDEFINATELY.
MOTION PASSED BY MAJORITY VOICE VOTE.

Article 4: Water/Sewer
The Town voted to appropriate an additional $1,200,000, for the purpose of constructing wastewater treatment facility improvements at the Town's treatment plant and to pay all other costs incidental and related thereto, and to meet this appropriation, the Town Treasurer is hereby authorized to borrow said amount under and pursuant to Chapter 44 of the General Laws, or any other enabling authority, and to issue bonds or notes of the Town therefore.
PASSED BY UNANIMOUS VOICE VOTE.

The meeting was adjourned at 7:50 p.m.

A True Copy, ATTEST: _____
Christine E. G. Furno, Town Clerk

SPECIAL TOWN MEETING
Wednesday, January 14, 2004

Pursuant to the foregoing warrant the inhabitants of the Town of Douglas who are qualified to vote in elections and town affairs met at the Douglas High School Auditorium on Davis Street on Wednesday, January 14, 2004 at 7:00 p.m. There being a quorum present (100 registered voters), the meeting was called to order by the Moderator, Jerome D. Jussaume. After saluting the flag, the service of the warrant and the Constable's return was read by Mr. Jerome D. Jussaume and the Town voted as follows:

Article 1: Chamberlain Unitrust
The Town voted that the Board of Selectmen is hereby authorized to acquire, by purchase, gift, eminent domain or otherwise and to accept the deed of a fee simple interest or less in the parcel of land described below, currently owned by ABWE Foundation, Inc., Trustee of Chamberlain Unitrust, subject to a right-of-way easement to the so-called Beagle Club Property, and assessed and taxed under M.G.L. Chapter 61, upon such terms and conditions as the Board shall determine to be appropriate, for general municipal purposes and the conveyance of all or a portion of the property, said parcel of land being described in a deed recorded with the Worcester District Registry of Deeds in Book 31723, page 103;

and further that the sum of an amount not to exceed $800,000 is hereby appropriated to pay for the cost of acquiring the aforesaid property, including the payment of all costs incidental and related thereto, and that to meet this appropriation, the Town Treasurer, with the approval of the Board of Selectmen is hereby authorized to borrow said amount under and pursuant to Chapter 44, Sections 7(3) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefore. In connection with the acquisition of the aforesaid property, the Board of Selectmen are hereby authorized (i) to convey all or a portion of such property upon the terms and conditions they shall deem appropriate; (ii) to execute and deliver any and all financing agreements and, to the extent permitted by law, to grant a mortgage to secure financing of the property upon such terms and conditions as they shall deem appropriate; and (iii) to enter into all agreements and execute and deliver any and all other instruments on behalf of the Town and to take all related actions necessary or appropriate to effect the intent of this vote.

PASSED BY STANDING VOTE. YES – 71; NO – 21 (2/3 required)

The meeting was adjourned at 8:10 PM.

A True Copy, ATTEST:_____
Christine E.G. Furno, Town Clerk

Presidential Primary
March 2, 2004

Pursuant to the foregoing warrant the inhabitants of the said Town of Douglas who are qualified to vote in elections and town affairs met in the Municipal Center Gymnasium, 29 Depot Street, Douglas on Tuesday, March 2, 2004.

The following were sworn to faithful performance of their duties as election officers for Precinct One: Ballot Box Attendant/Constable – Alfred Burgess, Richard Preston; Ballot Clerks – BettyAnn McCallum, Patricia Brule; Ballot Checkers – Elaine Kelly, Patricia Koslak; Tabulator – Christine E. G. Furno.

The following were sworn to faithful performance of their duties as election officers for Precinct Two: Constable – Michael V. MacInnis; Ballot Clerks – Anne Burgess, Betty Yacino; Ballot Checkers – Carol Field, Maryann Lees; Tabulator – Eileen Damore.

The warrant was read by the Town Clerk, Christine E. G. Furno, and the polls were opened at 7:00 a.m. The Town of Douglas voted as follows:

DEMOCRATIC PARTY

PRESIDENTIAL PREFERENCE	PCT 1	PCT 2	TOTAL
Richard Gephardt	1	0	1
Joseph Lieberman	2	0	2
Wesley K. Clark	1	1	2
Howard Dean	5	5	10
Carol Moseley Braun	1	1	2
John Edwards	32	28	60
Dennis J. Kucinich	5	7	12
John F. Kerry	141	101	242
Lyndon H. LaRouche, Jr.	0	0	0
Al Sharpton	3	4	7
No Perference	0	2	2
Other	0	0	0
Blanks	1	2	3
TOTAL	**192**	**150**	**342**

STATE COMMITTEE MAN	PCT 1	PCT 2	TOTAL
Mark J. Carron	45	40	85
Thomas J. Cullen	82	75	157
Other	0	0	0
Blanks	65	35	100
TOTAL	**192**	**150**	**342**

STATE COMMITTEE WOMAN	PCT 1	PCT 2	TOTAL
Other	0	0	0
Write In			
Irene T. Kokocinski	20	5	25
Blanks	172	145	317
TOTAL	**192**	**150**	**342**

TOWN COMMITTEE	PCT 1	PCT 2	TOTAL
Mitchell S. Cohen	171	156	327
Marylynne A. Dube	172	157	329
Shirley J. Cooney	193	174	367
Leon H. Mosczynski	179	163	342
Derek Brown	175	158	333
Carol E. Field	177	156	333
Shirley M. Mosczynski	192	169	361
Diane R. St. George	173	151	324
Paula Brouillette	172	156	328
Lisa A. Mosczynski	172	159	331
Robert B. Werme, Sr.	177	157	334
Wilfred D. Fontaine	165	148	313
William C. Krauss	168	150	318
Robert B. Werme, Jr.	173	157	330
David F. St. George	167	151	318
Richard J. Roper	166	150	316
Alysa G. Cohen	171	148	319
Elaine B. Kelly	180	170	350
John J. Kelly	173	172	345
Sharon A. Brotherton	191	162	353
Margaret V. Reed	172	155	327
Florendo J. Colonero	172	158	330
James John J. Sughrue, Jr.	170	158	328
Joseph J. Saster	178	163	341
Albina Saster	171	155	326
Patrick Colonero	176	171	347
Jane C. Mosczysnki	180	156	336
Other	0	3	3
Write In			
Arline Campo	5	6	11
Robert Campo	5	6	11
Nora M. Werme	6	4	10

REPUBLICAN PARTY

PRESIDENTIAL PREFERENCE	PCT 1	PCT 2	TOTAL
George W. Bush	18	26	44
No Preference	1	2	3
Other	0	0	0
Blanks	1	0	1
TOTAL	**20**	**28**	**48**

STATE COMMITTEE MAN	PCT 1	PCT 2	TOTAL
Edward L. Bertorelli	17	24	41
Other	0	0	0
Blanks	3	4	7
TOTAL	**20**	**28**	**48**

STATE COMMITTEE WOMAN	PCT 1	PCT 2	TOTAL
Jennie L. Caissie	15	24	39
Other	0	2	2
Blanks	5	2	7
TOTAL	**20**	**28**	**48**

TOWN COMMITTEE	PCT 1	PCT 2	TOTAL
Write In			
Mary A. Gallagher	4	5	9
Edward A. Therrrien	4	5	9
Joseph Valliere	4	5	9
Joseph J. Allen	4	5	9
George E. Anderson	4	5	9
Mark Bloomfield	4	5	9
Anne M. Brunson	4	5	9
David B. Cave	4	5	9
Lilian D. Cencak	4	5	9
Richard A. Downs	4	5	9
Ronald J. Forget	4	5	9
John J. Furno	4	5	9
David Furno	4	5	9
Christine E.G. Furno	4	5	9
Robert J. Guiou	4	5	9
Gregory L. Hippert	4	5	9
Jerome D. Jussaume	4	5	9
Ramona J. Lachapelle	4	5	9
Richard Lachapelle	4	5	9
Hillary C. MacInnis	4	5	9
Michael V. MacInnis	4	5	9
Patricia A. Manning	4	5	9
BettyAnn McCallum	4	5	9

	PCT 1	PCT 2	TOTAL
Robert J. Murphy	4	5	9
Thomas J. Navaroli	4	5	9
Anne E. Resan	4	5	9
Betty Ann Therrien	4	5	9
Sue Cave	4	5	9
Ronald P. Forget	4	5	9

GREEN RAINBOW PARTY

PRESIDENTIAL PREFERENCE	PCT 1	PCT 2	TOTAL
Kent Mesplay			0
Lorna Salzman			0
Paul Glover			0
David Cobb			0
No Preference			0
STATE COMMITTEE MAN			0
STATE COMMITTEE WOMAN			0
TOWN COMMITTEE			0

LIBERTARIAN PARTY

PRESIDENTIAL PREFERENCE	PCT 1	PCT 2	TOTAL
Jeffrey Diket			0
Ruben Perez			0
Aaron Russo			0
Michael Badnarik			0
Gary Nolan			0
No Preference			0
STATE COMMITTEE MAN			0
STATE COMMITTEE WOMAN			0
TOWN COMMITTEE			0

The polls closed at 8:00 p.m.

A True Copy, ATTEST:_____
Christine E. G. Furno, Town Clerk

ANNUAL TOWN ELECTION
TUESDAY, May 11, 2004

Pursuant to the foregoing warrant, the inhabitants of said Town of Douglas who are qualified to vote in elections and town affairs met in the Municipal Center Gymnasium, 29 Depot Street, Douglas on Tuesday, May 11, 2004.

The following were sworn to faithful performance of their duties as election officers for Precinct One: Ballot Box Attendants – Alfred Burgess, Richard Preston ; Ballot Clerks - BettyAnn McCallum, Patricia Brule; Ballot Checkers - Elaine Kelly, Patricia Koslak; Ballot Counters – Patricia Koslak, Patricia Brule, Kimberly Yargeau; Tabulator – Christine E.G. Furno.

The following were sworn to faithful performance of their duties as election officers for Precinct Two: Ballot Box Attendants – Felix Yacino, Harold Gjeltema; Ballot Clerks – Anne Burgess, Betty Yacino; Ballot Checkers – Maryann Lees, Kimberly Yargeau; Ballot Counters – BettyAnn McCallum, Anne Burgess, Eileen Damore; Tabulator – Christine E.G. Furno

The warrant was read by the Town Clerk, Christine E.G. Furno and the polls were opened at 8:00 a.m. The Town of Douglas voted as follows:

COLLECTOR OF TAXES – 3 years	**PCT 1**	**PCT 2**	**TOTAL**
Pamela A. Carter	311	337	**648**
Write-Ins/Other	2	0	2
Blanks	88	75	163
Total	**401**	**412**	**813**
SELECTMEN – 3 years (vote for 2)			
Shirley M. Mosczynski	265	286	**551**
David A. Furno	222	222	**444**
Write-Ins/Other	7	6	13
Blanks	308	310	618
Total	**802**	**824**	**1626**
ASSESSOR – 3 years			
Scott A. Meizen	259	255	**514**
Write-Ins/Other	0	1	1
Blanks	142	156	298
Total	**401**	**412**	**813**

CONSTABLE – 3 years (vote for 2)	PCT 1	PCT 2	TOTAL
Michael V. MacInnis	218	245	**463**
Carol E. Field	191	205	**396**
Julie L. Moulder	127	106	233
Write-Ins/Other	0	0	0
Blanks	266	268	534
Total	**802**	**824**	**1626**

SCHOOL COMMITTEE – 3 years (vote for 2)			
Sanda M. Raines	159	140	299
Gary A. Bolen	126	110	236
Thomas J. Navaroli Jr.	166	138	**304**
Margaret V. Reed	156	212	**368**
Richard J. Roper	129	144	273
Write-Ins/Other	0	0	0
Blanks	66	80	146
Total	**802**	**824**	**1626**

AGENT MOSES WALLIS DEVISE – 1 year			
Michael V. MacInnis	285	293	**578**
Write-Ins/Other	6	1	7
Blanks	110	118	228
Total	**401**	**412**	**813**

TRUSTEE PUBLIC LIBRARY – 3 years			
Deborah L. Froehlich	273	269	**542**
Write-Ins/Other	0	0	0
Blanks	128	143	271
Total	**401**	**412**	**813**

CEMETERY COMMISSION – 3 years			
Henry W. LaBonne Jr.	170	161	331
Shirley J. Cooney	204	223	**427**
Write-Ins/Other	0	0	0
Blanks	27	28	55
Total	**401**	**412**	**813**

CEMETERY COMMISSION – 2 years (to fill vacancy)			
Gail B. Swenson	158	179	**337**
Thomas H. Therrien	157	159	316
Kent F. Vinson	42	36	78
Write-Ins/Other	0	0	0
Blanks	44	38	82
Total	**401**	**412**	**813**

CEMETERY COMMISSION – 1 year (to fill vacancy)			
Donald P. Gonynor	285	281	**566**
Write-Ins/Other	2	0	2
Blanks	114	131	245
Total	**401**	**412**	**813**

WATER/SWER COMMISSION – 3 years	PCT 1	PCT 2	TOTAL
Robert A. Josey	284	293	**577**
Write-Ins/Other	0	0	0
Blanks	117	119	236
Total	**401**	**412**	**813**

RECREATION COMMISSION – 3 years (vote for 2)			
Robert J. Saster	249	300	**549**
John J. Furno	230	224	**454**
Write-Ins/Other	4	0	4
Blanks	319	300	619
Total	**802**	**824**	**1626**

PLANNING BOARD – 5 years			
Richard J. VandenBerg	272	273	**545**
Write-Ins/Other	0	0	0
Blanks	129	139	268
Total	**401**	**412**	**813**

The polls closed at 8:00 p.m.

A True Copy, ATTEST:_____
Christine E. G. Furno, Town Clerk

ANNUAL TOWN MEETING
Monday, May 17, 2004

Pursuant to the foregoing warrant the inhabitants of the Town of Douglas who are qualified to vote in elections and town affairs met at the Douglas High School Auditorium, 33 Davis Street on Monday, May 17, 2004, at 7:00 p.m. There being a quorum present (111 registered voters), the meeting was called to order by the Moderator, Jerome D. Jussaume. After saluting the flag, the service of the warrant and the Constable's return was read by Mr. Jussaume. The Moderator explained the rules of the meeting and the Town voted as follows:
A motion was made and seconded to combine Articles 1, 2, & 3.
PASSED BY UNANIMOUS CONSENT.

Articles 1, 2, & 3: Finance Com. Report, FY05 Budget, Salaries of Elected Officials: The Town voted to hear and act upon the report and recommendations of the Finance Committee, and further to fix the salary and compensation of elected officials as presented in the budget and further, to approve a total budget of **$18,014,704**,

consisting of **$117,904** transferred from Ambulance Receipts Reserved for Appropriation, **$29,470** transferred from Post Office Rent Receipts, **$812,000** transferred from Free Cash, **$95,000** transferred from Fund Balance Reserved and the remaining **$16,960,330** to be raised and appropriated.

General Fund	FY03 Final Budget	FY04 Approved	FY05 Dept Request	FY05 FinComm BOS/ Admin. Recommend
General Government				
Selectmen				
Wages	124,194	141,316	146,986	146,986
Expenses	32,600	14,535	19,767	19,767
Awards & Recognition	-	-	-	-
Town Hall Office Supplies	20,000	19,834	19,834	19,834
Town Reports	4,000	3,500	3,500	3,500
Town Counsel	75,000	55,000	60,000	60,000
Total Selectmen	**255,794**	**234,185**	**250,087**	**250,087**
Accountant				
Wages	82,035	89,528	92,698	92,698
Expenses	5,050	4,750	4,750	4,750
Audit	20,000	16,000	18,000	18,000
Total Accountant	**107,085**	**110,278**	**115,448**	**115,448**
Assessors				
Wages	89,220	103,554	108,808	108,808
Expenses	6,630	6,330	10,630	6,630
Reval	-	50,000	-	-
Special Mapping	-	-	-	-
Total Assessors	**95,850**	**159,884**	**119,438**	**115,438**
Collector				
Wages	41,060	43,997	45,070	45,070
Expenses	17,145	16,395	17,145	17,145
Tax Taking	3,000	4,500	6,500	6,500
Total Collector	**61,205**	**64,892**	**68,715**	**68,715**
Treasurer				
Wages	66,965	75,593	84,428	84,428
Additional Compensation	1,000	1,000	1,000	1,000
Expenses	12,150	11,685	15,635	15,635
Tax Title	9,000	9,000	9,000	9,000
Total Treasurer	**89,115**	**97,278**	**110,063**	**110,063**

	FY03 Final Budget	FY04 Approved	FY05 Dept Request	FY05 FinComm BOS/ Admin. Recommend
Finance Committee				
Reserve Fund	30,000	25,000	30,000	25,000
Expenses	7,297	6,947	7,297	6,947
Personnel Records	-	-	-	-
Total Finance Committee	**37,297**	**31,947**	**37,297**	**31,947**
Technology				
Wages	-	-	-	-
Expenses	41,087	31,050	31,050	31,050
Total Technology	**41,087**	**31,050**	**31,050**	**31,050**
General Government				
Clerk				
Wages	56,200	63,308	72,754	72,754
Expenses	9,905	9,324	16,287	16,287
Total Clerk	**66,105**	**72,632**	**89,041**	**89,041**
Municipal Buildings				
Wages	38,565	41,560	43,614	43,614
Expenses	92,555	87,555	87,555	87,555
Total Municipal Buildings	**131,120**	**129,115**	**131,169**	**131,169**
Community Development				
Wages	139,885	150,045	158,163	158,163
Expenses	21,100	15,100	15,100	15,100
Planning Board	3,876	3,876	3,876	3,876
Master Plan Implementation	4,800	4,800	4,800	4,800
Economic Development	10,000	10,000	7,500	7,500
Zoning Board - Wages	6,000	6,000	6,000	6,000
Zoning Board - Expenses	4,115	4,115	4,115	4,115
Open Space	1,000	1,000	1,000	1,000
Conservation Commission	3,260	3,260	3,260	3,260
Total Community Dev.	**194,036**	**198,196**	**203,814**	**203,814**
Other General Government				
Moderator	250	250	250	250
Octoberfest	1,500	1,500	1,500	1,500
Housing Authority	-	-	1,500	1,500
Total Other Gen. Gov.	**1,750**	**1,750**	**3,250**	**3,250**
Total General Government	**1,080,444**	**1,131,207**	**1,159,372**	**1,150,022**

Public Safety	FY03 Final Budget	FY04 Approved	FY05 Dept Request	FY05 FinComm BOS/ Admin. Recommend
Police				
Wages	857,724	900,735	981,667	992,417
Expenses	102,775	104,750	124,325	124,325
Cruiser	25,000	27,000	27,000	27,000
Total Police	**985,499**	**1,032,485**	**1,132,992**	**1,143,742**
Fire				
Wages	129,333	136,963	142,196	142,196
Expenses	47,740	42,255	48,550	48,550
Total Fire	**177,073**	**179,218**	**190,746**	**190,746**
Ambulance				
Wages	62,149	73,875	77,408	77,408
Expenses	19,400	26,500	40,496	40,496
Total Ambulance	**81,549**	**100,375**	**117,904**	**117,904**
Building Dept				
Wages	84,914	91,960	98,201	98,201
Expenses	6,206	6,085	6,200	6,200
Total Bldg Dept.	**91,120**	**98,045**	**104,401**	**104,401**
Trees				
Wages	600	600	600	600
Expenses	6,600	6,000	6,600	6,600
Total Tree Dept.	**7,200**	**6,600**	**7,200**	**7,200**
Civil Defense				
Wages	300	315	315	315
Expenses	1,500	1,200	1,500	1,200
Total Civil Defense	**1,800**	**1,515**	**1,815**	**1,515**
Sealer Weights & Measures				
Expenses	1,500	1,500	1,500	1,500
Total S. W. & M.	**1,500**	**1,500**	**1,500**	**1,500**
Total Public Safety	**1,345,741**	**1,419,738**	**1,556,558**	**1,567,008**

Health & Human Services	FY03 Final Budget	FY04 Approved	FY05 Dept Request	FY05 FinComm BOS/ Admin.r Recommend
Board of Health				
Wages	33,926	35,870	37,891	37,891
Expenses	9,295	10,840	10,840	10,840
Subtotal Health	43,221	46,710	48,731	48,731
Nurse				
Wages	24,461	24,461	24,461	24,461
Expenses	-	-	-	-
Subtotal Nurse	24,461	24,461	24,461	24,461
Animal Inspection				
Wages	1,415	1,486	1,486	1,486
Expenses	300	300	300	300
Subtotal Animal Inspection	1,715	1,786	1,786	1,786
Total Board of Health	**69,397**	**72,957**	**74,978**	**74,978**
Council on Aging				
Wages	36,946	48,689	50,725	50,725
Expenses	7,400	7,050	7,400	7,400
Total COA	**44,346**	**55,739**	**58,125**	**58,125**
Veterans				
Wages	3,638	6,991	6,991	6,991
Expenses	1,005	1,005	1,005	1,005
Benefits	8,500	22,000	8,500	8,500
Total Veterans	**13,143**	**29,996**	**16,496**	**16,496**
Total Health & Human Services	**126,886**	**158,692**	**149,599**	**149,599**
Public Works				
Cemetery				
Wages	-	-	-	-
Expenses	8,000	6,500	8,000	8,000
Total Cemetery	**8,000**	**6,500**	**8,000**	**8,000**
Highway				
Wages - regular	343,861	369,459	387,365	362,287
Wages - OT (not Snow)	-	-	-	-
Expenses	33,200	33,200	29,150	29,150
Capital Items	55,651	-	35,650	35,650
Maintenance	143,730	136,830	188,530	148,880
Special Sign Acct	6,000	6,000	6,000	6,000

	FY03 Final Budget	FY04 Approved	FY05 Dept Request	FY05 FinComm BOS/ Admin. Recommend
Snow & Ice	84,535	84,535	84,535	84,535
Total Highway	**666,977**	**630,024**	**731,230**	**666,502**
Other Public Works				
Monitor Landfill	2,000	2,000	2,000	2,000
Monitor Wells	9,000	9,000	12,500	12,500
Remove Haz. Materials	-	-	-	-
Streetlighting	43,000	35,000	35,000	35,000
Total Other Public Works	**54,000**	**46,000**	**49,500**	**49,500**
Total Public Works	**728,977**	**682,524**	**788,730**	**724,002**
Culture & Recreation				
Recreation				
Wages	6,400	6,400	6,400	6,400
Expenses	27,031	22,031	27,031	22,031
Total Recreation	**33,431**	**28,431**	**33,431**	**28,431**
Library				
Wages	97,746	106,957	113,000	113,000
Expenses	38,338	38,338	41,895	41,895
Total Library	**136,084**	**145,295**	**154,895**	**154,895**
Memorial Day	1,075	1,075	1,075	1,075
	1,075	**1,075**	**1,075**	**1,075**
Total Culture & Recreation	**170,590**	**174,801**	**189,401**	**184,401**
Education				
Douglas Schools				
Personnel & Expenses	7,957,041	8,041,733	9,143,137	8,733,137
Trans./Fixed Assets	638,737	611,369	588,123	588,123
Total Douglas Schools	**8,595,778**	**8,653,102**	**9,731,260**	**9,321,260**
Blackstone Valley Regional				
Assessment	631,750	595,220	656,832	595,220
Debt Assessment	89,376	89,376	89,376	89,376
Ch. 70 Direct Aid Representative Expense	500	500	500	500
Total Blackstone Valley	**726,582**	**685,096**	**746,708**	**685,096**
Total Education	**9,322,360**	**9,338,198**	**10,477,968**	**10,006,356**

Insurance/Employee Benefits	FY03 Final Budget	FY04 Approved	FY05 Dept Request	FY05 FinComm BOS/ Admin.r Recommend
Ins - Prop, Liab & Work Comp	137,805	144,696	164,308	164,308
Unemployment	20,000	20,000	20,000	20,000
Ins - Health & Life	1,074,717	1,387,307	1,537,600	1,537,600
Retirement/Medicare	400,396	489,092	535,477	535,477
Total Employee Benefits	**1,632,918**	**2,041,095**	**2,257,385**	**2,257,385**
Debt Service				
Debt Exclusions				
Long-Term Principal	480,923	816,718	740,769	740,769
Long-Term Interest	161,383	512,594	469,392	469,392
Short-Term Interest	725,080	671,300	671,300	671,300
Subtotal	**1,367,386**	**2,000,612**	**1,881,461**	**1,881,461**
Non-Debt Exclusion				
Long-Term Principal			16,786	16,786
Long-Term Interest			12,684	12,684
Short-Term Interest			-	-
Subtotal	**-**	**-**	**29,470**	**29,470**
Total Debt Service	**1,367,386**	**2,000,612**	**1,910,931**	**1,910,931**
Total Capital Outlay	**60,000**	**201,200**	**340,000**	**65,000**
Summary - FY05 Expenditures				
Total General Govt.	***1,080,444***	***1,131,207***	***1,159,372***	***1,150,022***
Total Public Safety	***1,345,741***	***1,419,738***	***1,556,558***	***1,567,008***
Total Health & Human Services	***126,886***	***158,692***	***149,599***	***149,599***
Total Public Works	***728,977***	***682,524***	***788,730***	***724,002***
Total Culture & Recreation	***170,590***	***174,801***	***189,401***	***184,401***
Total Education	***9,322,360***	***9,338,198***	***10,477,96***	***10,006,356***
Total Employee Benefits	***1,632,918***	***2,041,095***	***2,257,385***	***2,257,385***
Total Debt Service	***1,367,386***	***2,000,612***	***1,910,931***	***1,910,931***
Total Capital Outlay	***60,000***	***201,200***	***340,000***	***65,000***
Total FY05 Budget Request	***15,835,302***	***17,148,067***	***18,829,944***	***18,014,704***

PASSED BY MAJORITY VOICE VOTE.

Article 4: FY05 Transfer Station Enterprise Fund

The Town voted to raise and appropriate the sum of **$284,000** from transfer station charges and fees, and to transfer **$7,655** from Free Cash, to operate and maintain the transfer station.

PASSED BY MAJORITY VOICE VOTE.

Article 5: FY05 Water/Sewer Enterprise Fund

The Town voted to raise and appropriate from water/sewer user charges the sum of **$464,835**, and transfer from Water Development Fees, **$35,000** for a total of **$499,835** to operate and maintain the Water/Sewer Department, and to transfer from Fund Balance Reserved for Water Well Bond Charges the sum of **$150,309** and transfer from Free Cash the sum of **$60,000**, for a total of **$210,309** to pay Water/Sewer Debt and Interest, for a total Water/Sewer budget of **$710,144.**

PASSED BY MAJORITY VOICE VOTE.

Article 6: Personnel Bylaw Classification & Update:

The Town voted to approve the following personnel classification and compensation plans:

MANAGEMENT

Management Classification Plan

Grade	*Position*	*Grade*	*Position*
M-1		**M-4**	Fire Chief
M-2	Director Senior Center		System Manager Water & Sewer
	Asst Assessor		Town Accountant
M-3	Building Commissioner	**M-5**	Town Engineer
	Library Director		Hwy Superintendent
	Planning & Conservation Agent		

MANAGEMENT Compensation Plan - Proposed FY05 **COLA Increase %** **3.00%**

	1	2	3	4	5	6	7	8	9	10
1	**$32,165**	**$32,889**	**$33,630**	**$34,386**	**$35,160**	**$35,950**	**$36,761**	**$37,587**	**$38,432**	**$39,297**
2	**$40,206**	**$41,111**	**$42,035**	**$42,982**	**$43,949**	**$44,939**	**$45,948**	**$46,983**	**$48,039**	**$49,121**
3	**$50,259**	**$51,390**	**$52,545**	**$53,728**	**$54,936**	**$56,172**	**$57,436**	**$58,729**	**$60,050**	**$61,401**
4	**$57,796**	**$59,097**	**$60,428**	**$61,788**	**$63,177**	**$64,599**	**$66,052**	**$67,538**	**$69,058**	**$70,612**
5	**$62,133**	**$63,529**	**$64,959**	**$66,422**	**$67,915**	**$69,444**	**$71,005**	**$72,604**	**$74,237**	**$75,907**

OFFICE ADMINISTRATIVE POSITIONS

Office Adm. Classification Plan

Grade	*Position*	*Grade*	*Position*
OA-1	Library Assistant	**OA-3**	Dispatcher
OA-2	Principal Clerk:		Asst Tax Collector
	Fire, Building, Assessors		Asst Town Clerk
	Hwy Clerk		Asst Treasurer
	Adm. Sec Bd Selectmen		Adm Sec/Comm Development
	Senior Clerk		Assessors' Administrative Clerk
		OA-4	Adm. Secretary/Dispatcher
			Adm. Supervisor/Bd Health
			Adm. Asst. to Exec Adm./Selct.

OFFICE ADMINSTRATIVE Compensation Plan - Proposed FY 05 **COLA Increase %** 3.00% **Weekly Hrs** 30
Annual Salary Factor 52.25

	Grade	1	2	3	4 (12.09)	5	6	7	8	9	10
1	Hourly	**$10.98**	**$11.23**	**$11.48**	**$11.74**	**$12.01**	**$12.28**	**$12.55**	**$12.83**	**$13.13**	**$13.42**
	Weekly	**$329.40**	**$336.90**	**$344.40**	**$352.20**	**$360.30**	**$368.40**	**$376.50**	**$384.90**	**$393.90**	**$402.60**
	Annual	**$17,211.15**	**$17,603.03**	**$17,994.90**	**$18,402.45**	**$18,825.68**	**$19,248.90**	**$19,672.13**	**$20,111.03**	**$20,581.28**	**$21,035.85**
2	Hourly	**$13.18**	**$13.47**	**$13.78**	**$14.09**	**$14.41**	**$14.73**	**$15.06**	**$15.40**	**$15.75**	**$16.10**
	Weekly	**$395.40**	**$404.10**	**$413.40**	**$422.70**	**$432.30**	**$441.90**	**$451.80**	**$462.00**	**$472.50**	**$483.00**
	Annual	**$20,659.65**	**$21,114.23**	**$21,600.15**	**$22,086.08**	**$22,587.68**	**$23,089.28**	**$23,606.55**	**$24,139.50**	**$24,688.13**	**$25,236.75**
3	Hourly	**$14.50**	**$14.82**	**$15.16**	**$15.50**	**$15.84**	**$16.20**	**$16.57**	**$16.94**	**$17.31**	**$17.72**
	Weekly	**$435.00**	**$444.60**	**$454.80**	**$465.00**	**$475.20**	**$486.00**	**$497.10**	**$508.20**	**$519.30**	**$531.60**
	Annual	**$22,728.75**	**$23,230.35**	**$23,763.30**	**$24,296.25**	**$24,829.20**	**$25,393.50**	**$25,973.48**	**$26,553.45**	**$27,133.43**	**$27,776.10**
4	Hourly	**$16.67**	**$17.05**	**$17.44**	**$17.81**	**$18.22**	**$18.63**	**$19.06**	**$19.49**	**$19.92**	**$20.37**
	Weekly	**$500.10**	**$511.50**	**$523.20**	**$534.30**	**$546.60**	**$558.90**	**$571.80**	**$584.70**	**$597.60**	**$611.10**
	Annual	**$26,130.23**	**$26,725.88**	**$27,337.20**	**$27,917.18**	**$28,559.85**	**$29,202.53**	**$29,876.55**	**$30,550.58**	**$31,224.60**	**$31,929.98**

14.19 3% 19.63

PUBLIC WORKS POSITIONS

Public Works Classification Plan

Grade	Position	Grade	Position
PM-1	Truck Driver/Laborer	PM-4	Group Leader
PM-2	Asst. Water/Sewer Operator	PM-5	Water Operator
	Hwy Laborer Operator		Chief Operator
PM-3	Municipal Facilities Maint. Mgr	PM-6	Group Leader/Mechanic

PUBLIC WORKS Compensation Plan - Proposed FY 05 — **COLA % Increase** 3.00% — **Weekly Hrs** 40

Annual Salary Factor 52.2

		1	2	3	4	5	6	7	8	9	10
1	Hourly	$14.06	$14.37	$14.71	$15.04	$15.37	$15.72	$16.07	$16.43	$16.80	$17.18
	Weekly	$562.40	$574.80	$588.40	$601.60	$614.80	$628.80	$642.80	$657.20	$672.00	$687.20
	Annual	$29,357.28	$30,004.56	$30,714.48	$31,403.52	$32,092.56	$32,823.36	$33,554.16	$34,305.84	$35,078.40	$35,871.84
2	Hourly	$15.34	$15.67	$16.03	$16.39	$16.75	$17.12	$17.51	$17.91	$18.32	$18.73
	Weekly	$613.60	$626.80	$641.20	$655.60	$670.00	$684.80	$700.40	$716.40	$732.80	$749.20
	Annual	$32,029.92	$32,718.96	$33,470.64	$34,222.32	$34,974.00	$35,746.56	$36,560.88	$37,396.08	$38,252.16	$39,108.24
3	Hourly	$16.09	$16.45	$16.83	$17.21	$17.58	$17.98	$18.39	$18.81	$19.23	$19.66
	Weekly	$643.60	$658.00	$673.20	$688.40	$703.20	$719.20	$735.60	$752.40	$769.20	$786.40
	Annual	$33,595.92	$34,347.60	$35,141.04	$35,934.48	$36,707.04	$37,542.24	$38,398.32	$39,275.28	$40,152.24	$41,050.08
4	Hourly	$16.89	$17.27	$17.67	$18.08	$18.46	$18.88	$19.30	$19.75	$20.19	$20.64
	Weekly	$675.60	$690.80	$706.80	$723.20	$738.40	$755.20	$772.00	$790.00	$807.60	$825.60
	Annual	$35,266.32	$36,059.76	$36,894.96	$37,751.04	$38,544.48	$39,421.44	$40,298.40	$41,238.00	$42,156.72	$43,096.32
5	Annual	$38,808.28	$39,681.53	$40,574.09	$41,487.10	$42,420.54	$43,375.56	$44,351.02	$45,349.19	$46,368.93	$47,412.53
6	Hourly	$17.94	$18.34	$18.76	$19.18	$19.61	$20.05	$20.50	$20.96	$21.44	$21.92
	Weekly	$717.60	$733.75	$750.26	$767.14	$784.40	$802.05	$820.09	$838.54	$857.41	$876.70
	Annual	$37,458.72	$38,301.54	$39,163.33	$40,044.50	$40,945.50	$41,866.78	$42,808.78	$43,771.98	$44,756.85	$45,763.87

Fire Classification Plan

Grade	*Position*	41711
F-1	Firefighter/EMT	$1,348.24
		3.23%

FIRE Compensation Plan - Proposed FY05 **COLA % Increase** 3.00% **Weekly Hrs** 40
Annual Salary Factor 52.2

		1	2	3	4	5	6	7	8	9	10
1	Hourly	**$15.26**	**$15.60**	**$15.95**	**$16.32**	**$16.68**	**$17.06**	**$17.45**	**$17.85**	**$18.23**	**$18.64**
	Weekly	**$610.40**	**$624.00**	**$638.00**	**$652.80**	**$667.20**	**$682.40**	**$698.00**	**$714.00**	**$729.20**	**$745.60**
	Annual	**$31,862.88**	**$32,572.80**	**$33,303.60**	**$34,076.16**	**$34,827.84**	**$35,621.28**	**$36,435.60**	**$37,270.80**	**$38,064.24**	**$38,920.32**

Part-Time Positions

Grade	*Position*	*Grade*	*Position*
PT-1	Senior Center Clerk	**PT-3**	
	Transfer Station Employees	**PT-4**	Senior Outreach Coordinator
PT-2	Assessor Lister		
	Highway Clerk		

Part-Time Compensation Plan - Proposed FY05 **COLA % Increase** 3.00%

		1	2	3	4	5	6	7	8	9	10
1	Hourly	**$10.98**	**$11.53**	**$12.10**	**$12.71**	**$13.35**	**$14.02**	**$14.72**	**$15.45**	**$16.22**	**$17.04**
2	Hourly	**$13.18**	**$13.84**	**$14.53**	**$15.26**	**$16.03**	**$16.83**	**$17.67**	**$18.55**	**$19.48**	**$20.46**
3	Hourly	**$14.50**	**$15.22**	**$15.99**	**$16.79**	**$17.63**	**$18.51**	**$19.44**	**$20.40**	**$21.42**	**$22.50**
4	Hourly	**$16.67**	**$17.50**	**$18.38**	**$19.29**	**$20.27**	**$21.27**	**$22.34**	**$23.45**	**$24.63**	**$25.86**

Public Safety

Public Safety Classification Plan

Grade	*Position*	*Grade*	*Position*
PS-1	vacant	**PS-5**	Part Time Reserve Officer
PS-2	Basic Call Fire Fighter		Assistant Fire Chief
	Lt. Fire Fighter		Deputy Fire Chief
PS-3	Part Time Fire Clerk	**PS-6**	Part Time EMT (on call)
	Part Time Dispatcher	**PS-7**	Part Time Nurse
	Captain Fire Fighter		Full Time 9/11 Trainer
PS-4	Full Time Dispatcher	**PS-8**	Full Time Fire/EMT
		PS-9	Administrative/Secretary/Dispatcher

Public Safety Compensation Plan - Proposed FY05 **COLA % Increase** 3.00%

	1	2	3	4	5	6	7	8	9	10
1										
2	**$10.98**	**$11.53**	**$12.10**	**$12.71**	**$13.35**	**$14.02**	**$14.72**	**$15.45**	**$16.22**	**$17.04**
3	**$13.18**	**$13.84**	**$14.53**	**$15.26**	**$16.03**	**$16.83**	**$17.67**	**$18.55**	**$19.48**	**$20.46**
4	**$14.50**	**$15.22**	**$15.99**	**$16.79**	**$17.63**	**$18.51**	**$19.44**	**$20.40**	**$21.42**	**$22.50**
5	**$15.22**	**$15.99**	**$16.79**	**$17.63**	**$18.51**	**$19.44**	**$20.40**	**$21.42**	**$22.50**	**$23.62**
6	**$15.99**	**$16.79**	**$17.63**	**$18.51**	**$19.44**	**$20.40**	**$21.42**	**$22.50**	**$23.62**	**$24.80**
7	**$16.79**	**$17.61**	**$18.51**	**$19.44**	**$20.39**	**$21.42**	**$22.50**	**$23.62**	**$24.80**	**$26.04**
8	**$17.63**	**$18.51**	**$19.44**	**$20.39**	**$21.42**	**$22.50**	**$23.62**	**$24.80**	**$26.04**	**$27.34**
9	**$18.52**	**$19.44**	**$20.40**	**$21.42**	**$22.50**	**$23.62**	**$24.81**	**$26.04**	**$27.35**	**$28.72**

PASSED BY MAJORITY VOICE VOTE.

Article 7: Recurring Business

A. Assessor's To Work Additional Hours: The Town voted to authorize the Board of Assessors to appoint one or more of their members to work for compensation, in accordance with the provisions of the Town's Personnel Bylaw, and to establish such compensation to be paid said member for Fiscal Year 2005.

B. Ambulance Receipts Reserved for Appropriation: The Town voted to reserve all receipts received by the Town from ambulance user charges, user billings, and ambulance donations and gifts to the Ambulance Receipts Reserved Account.

C. Simon Fairfield Public Library: The Town voted to require that all funds received into the General Fund during the Fiscal Year 2005 from State Aid Grants for the Public Library be transferred to the Special Interest Bearing Account for the Simon Fairfield Public Library and further, that all fines received during Fiscal Year 2004 by the Simon Fairfield Library be retained by the library for the purpose of purchasing books, films and other library supplies and materials.

D. State and Federal Grants: The Town voted to authorize the Board of Selectmen to apply for and accept State or Federal grants they deem beneficial to the Town, provided that the Board of Selectmen shall hold a public hearing prior to the Board's acceptance of any such grant, if said grant requires the Town to meet future conditions or requirements.

E. Separate Account Funds: The Town voted to continue the following separate account funds and to authorize the expenditure of funds from said funds for the below indicated purposes and not to exceed amounts.

#	Department	Receipts	Expenditures
1	Animal Control pursuant to MGL Chapter 44, § 53E ½	All receipts received in connection with the operation of the Dog Control Program	The Animal Control Officer may expend a sum not to exceed Twenty Six Thousand Six Hundred Thirty dollars **($26,630)** for the purpose of operating & maintaining the Animal Control Program including the operation & maintenance of a Town or regional animal kennel, if any provided.
2	Board of Health Sanitation Fee Account pursuant to MGL Chapter 44 53E	All receipts from the various sanitation fees paid to the Town	The Board of Health may expend a sum not to exceed Sixty Thousand dollars **($60,000)** for the purpose of offsetting the cost of operating the Board of Health.

F. Acceptance of Chapter 90: The Town voted to authorize to accept and enter into contracts for the expenditure of funds to be allotted by the State under authorization of Chapter 90 of the Massachusetts General Laws (as pertaining to Highway Funds), for the construction, reconstruction and improvement of Town roads, said funds may be borrowed in anticipation of State Revenue, and expended under the direction of the Highway Superintendent.

G. Compensating Balance Agreements: The Town voted to authorize the Treasurer to

enter into a compensating balance agreement or agreements for Fiscal Year 2005 pursuant to MGL Chapter 44 § 53F.
PASSED BY MAJORITY VOICE VOTE.

Article 8: Adoption of Revised FY05 Capital Improvement Plan
The Town voted to approve the Town of Douglas FY 05 Capital Improvement Plan as submitted by the Capital Improvement Committee:

Capital Improvement Committee - FY05 ranking		AS APPROVED January 15, 2004		
Dept.	**Project**	**Cost**	**CIC Ranking**	**Note**
Recreation	Martin Road field stabilization	$55,000	46	
Buildings	Facilities Master Plan	$30,000	45	
Buildings	Municipal Center Boiler	$180,000	42	
School	Elementary School boiler/AC replacement	$185,000	42	
Water/Sewer	Well exploration	$75,000	40	
Senior Center	Ramp covering	*TBD	39	
Fire	Replace Brush 3	$50,000	37	
Buildings	Municipal Center Electrical	$82,047	34	
Fire	Refurbish Ladder 1	$110,000	34	
Accounting	Accounting software	$50,000	34	FY04
Fire	Replace car 1	$20,000	32	
Highway	Sidewalk plow	$78,000	30	
Highway	Dump truck with plow	$82,000	30	
Open Space	Land Acquisition fund	$100,000	29	
Cable	Cable TV equipment (Charter grant)	$60,000	29	
Library	Air Conditioning	$25,000	25	
Buildings	Post office and Old Fire Station exterior paint	$15,000	24	
Total		**$1,197,047**		

* As of January 22, 2004, the Senior Center Ramp Covering is undergoing redesign to lower costs. $7300 is available from Sunshine Group for this project.

PASSED BY MAJORITY VOICE VOTE.

Article 9: Four-Town Account
The Town voted to raise and appropriate the sum of $5,000 to be placed in a special Four-Town Account, to be expended under the auspices of the Selectmen in the anticipated formulation of a Four-Town Working Committee to deal with industrial/commercial development along the Rte. 146 corridor.
PASSED BY MAJORITY VOICE VOTE.

Article 10: Adopt Chapter 46 Section 12
The Town voted to designate the Town's call and volunteer public safety personnel as "employees" under M.G.L. c.32B, Section 2, as amended by Section 12 of Chapter 46 of the Acts of 2003, to make such employees eligible for Town employee group insurance benefits, provided that such employees pay 100% of the premium.
PASSED BY MAJORITY VOICE VOTE.

Article 11: Planning Board & Engineering – MGL Chapter 44, §53E ½
The Town voted to authorize a Planning Board and Engineering Revolving Fund in accordance with MGL Chapter 44, Section 53E1/2. The purpose of this Fund is to cover the cost of consulting fees and project reviews; funding will come from consulting

and project review fees and the funds may be expended without further appropriation by the Planning Board or Town Engineer for such consulting and project review costs. Expenditures from the fund may not exceed $60,000.
PASSED BY MAJORITY VOICE VOTE.

Article 12: Conservation – MGL Chapter 44, §53E ½
The Town voted to authorize a Conservation Revolving Fund in accordance with MGL Chapter 44, Section 53E1/2. The purpose of this Fund is to cover the cost of consulting charges and project review costs; funding will come from application fees, consulting and project review fees and the funds may be expended without further appropriation by the Conservation Agent for such consulting and project review costs. Expenditures from the Fund may not exceed $60,000.
PASSED BY MAJORITY VOICE VOTE.

Article 13: Zoning Board of Appeals – MGL Chapter 44, §53E ½
The Town voted to authorize the Zoning Board of Appeals Revolving Fund in accordance with MGL Chapter 44, Section 53E1/2. The purpose of this Fund is to cover the cost of consulting fees and project reviews; funding will come from consulting and project review fees and the funds may be expended without further appropriation by the Zoning Board of Appeals for such consulting and project review costs. Expenditures from the fund may not exceed $60,000.
PASSED BY MAJORITY VOICE VOTE.

Article 14: Acceptance of Laurel Heights – Jepherson Drive
A motion was made and seconded to postpone action indefinitely.
MOTION PASSED BY MAJORITY VOICE VOTE.

Article 15: Taking of Easements – Douglas Reconstruction of Route 16
The Town voted to authorize the Board of Selectmen to acquire by gift, purchase, or eminent domain temporary easements or fee interests in land needed for the Douglas Davis Street (Route 16) reconstruction project, as depicted on a plan on file with the Town Clerk, to raise and appropriate the sum of **$14,900** for the purpose of such acquisitions including any costs associated therewith, and further, to authorize the Board of Selectmen to enter into all agreements and take all related actions necessary or appropriate to carry out such acquisitions, on such terms and conditions as the Board of Selectmen deems appropriate.
PASSED BY UNANIMOUSE STANDING VOTE: YES – 85; NO - 0

Article 16: Amend Zoning Bylaw – Rezone and Amend existing Zoning Map
A motion was made and seconded to postpone action indefinitely.
MOTION PASSED BY MAJORITY VOICE VOTE.

Article 17: Medicaid Appropriation
The Town defeated the motion to appropriate $55,677 out of funds received from the United States and the Commonwealth of Massachusetts for the Municipal Medicaid Reimbursement Fund to the Town for the Douglas Public Schools.
DEFEATED BY MAJORITY STANDING VOTE: YES – 16; NO – 59

Article 18: Choice Out Savings Appropriation
A motion was made and seconded to postpone action indefinitely.
MOTION PASSED BY MAJORITY VOICE VOTE.

Article 19: Board of Health – Discarding of Garbage Bylaw Change
The Town voted to amend Article 3 – Public Safety, Section 1 of the Bylaws by deleting the figure twenty-five ($25.00) dollars in the Penalty section and by inserting the figure one hundred ($100.00) dollars for the first offense and by deleting the figure fifty ($50.00) dollars and by inserting the figure two hundred ($200.00) dollars for each subsequent offense.
PASSED BY MAJORITY VOICE VOTE.

Article 20: Board of Health – Well/Cesspool Coverings Bylaw Change
The Town voted to amend Article 3 – Public Safety, Section 4 of the Bylaws by deleting the figure twenty-five ($25.00) dollars in the Penalty section and by inserting the figure one hundred ($100.00) dollars for the first offense and by deleting the figure fifty ($50.00) dollars and by inserting the figure two hundred ($200.00) dollars for each subsequent offense.
PASSED BY MAJORITY VOICE VOTE.

Article 21: Board of Health – Disposal of Solid Wastes Bylaw Change
The Town voted to amend Article 3 – Public Safety, Section 14 of the Bylaws by deleting the figure twenty-five ($25.00) dollars in the Penalty section and by inserting the figure one hundred ($100.00) dollars for the first offense and by deleting the figure fifty ($50.00) dollars and by inserting the figure two hundred ($200.00) dollars for each subsequent offense.
PASSED BY MAJORITY VOICE VOTE.

Article 22: Board of Health – Water Supply Emergency Bylaw Amendment (a3,s16e)
The Town voted to amend Article 3 - Public Safety, Section 16(e)-PENALTY, of the Bylaws by deleting the figure fifty ($50.00) dollars in the Penalty section and by inserting the figure one hundred ($100.00) dollars for the first offense and by deleting the figure one hundred ($100.00) dollars and by inserting the figure two hundred ($200.00) dollars for each subsequent offense.
PASSED BY MAJORITY VOICE VOTE.

Article 23: Board of Health – Water Supply Emergency Bylaw Amendment (a3,s16g)
The Town voted to amend Article 3 - Public Safety, Section 16(g)-Severability, of the Bylaws by deleting the figure two hundred ($200.00) dollars in the Penalty section and by inserting the figure three hundred ($300.00) dollars, and by deleting the reference to the Water Superintendent as an "enforcing agent" and inserting in place thereof, the words, "Systems Manager of the Water/Sewer Department".
PASSED BY MAJORITY VOICE VOTE.

Article 24: Water/Sewer Hydrants, Gates, etc. Bylaw Change
The Town voted to amend Article 3 - Public Safety, Section 10 of the Bylaws by deleting all references to the "Board of Water Commissioners" and inserting in place thereof, the

"Board of Water/Sewer Commissioners", and further, by deleting reference to the "Superintendent of the Water Department" and replacing it with "Systems Manager of the Water/Sewer Department".
PASSED BY MAJORITY VOICE VOTE.

Article 25: Water/Sewer Enforcing Agent Bylaw Amendment
The Town voted to amend Article 3 - Public Safety/Section 16(g)-Severability, of the Bylaws by changing the Enforcing Agent from "Water Superintendent/Board of Health/Police Officers" to "Systems Manager of the Water/Sewer Department, Board of Health/Police Officers".
PASSED BY MAJORITY VOICE VOTE.

Article 26: Water/Sewer Bylaw Recodification
The Town voted to make certain clerical amendments to the General Bylaws by renumbering Article 5, Section 5 "Water Use Restriction," and Article 3, Section 16, "Water Supply Emergency," as Article 6, Section 4 and Article 6, Section 5, respectively, as on file with the Town Clerk.
PASSED BY MAJORITY VOICE VOTE.

Article 27: Inter-Municipal Agreement
The Town voted to authorize the Board of Selectmen, pursuant to the provisions of Massachusetts General Law Chapter 40, Section 4A, to enter into an Inter-municipal Agreement with the Town of Uxbridge on such terms and conditions as the Selectmen deem to be in the best interests of the Town for the purpose of servicing Uxbridge properties in the Lackey Dam section of Uxbridge with water from the Town of Douglas.
PASSED BY MAJORITY VOICE VOTE.

The meeting was adjourned at 9:28 p.m.

A True Copy, ATTEST:_____
Christine E. G. Furno, Town Clerk

SUMMARY
May 17, 2004

MONEY TO BE RAISED & APPROPRIATED (from tax levy):

Articles 1, 2, & 3	General Government	$16,960,330.00
Article 9	Four Town Account	5,000.00
Article 15	Easement-Reconstruction Rt. 16	14,900.00
		$16,980,230.00

MONEY TO BE TRANSFERRED (from other sources):

Article 1, 2, & 3	Ambulance Receipts	$117,904.00
	Post Office Receipts	$29,470.00
	Free Cash	$812,000.00
	Fund Balance Reserve	$95,000.00
		$1,054,374.00

REVOLVING ACCOUNTS:

Article 7	Animal Control	$26,630.00
	Board of Health Sanitation	$60,000.00
		$86,630.00

ENTERPRISE FUND (Transfer Station)

Article 4	To operate & maintain Transfer Station	
	From free cash	$7,655.00
	From Transfer Station Sticker Fees	$284,000.00
		$291,655.00

ENTERPRISE FUND (Water/Sewer Dept):

Article 5	To operate & Maintain Water/Sewer Dept.	
	From Water/Sewer User Charges	$464,835.00
	From Water Development Fees	$35,000.00
		$499,835.00
	To Pay Water/Sewer Debt & Interest	
	From Fund Balance Res. For Water Well Bond	$150,309.00
	From Free Cash	$60,000.00
		$210,309.00
	TOTAL WATER/SEWER	**$710,144.00**

VITAL STATISTICS
BIRTHS

JULY ~ 2003

4 **CRAIG JOSEPH COUFFER**
Isabel S. (Goncalves) and Joseph M. Couffer

6 **MAXIMUS DIMETRI CELLUCCI**
Lisa F. (Gatto) and David M. Cellucci

10 **CONNOR GRANT BARNARD MACLEOD**
Jennifer A. (Barnard) and Eric R. Macleod

10 **OLIVIA FRANCES BARNARD MACLEOD**
Jennifer A. (Barnard) and Eric R. Macleod

17 **MARCO VINICIO SANCHEZ**
Eneida C. (Guerra) and Marco V. Sanchez

18 **KAITLYN EMILY MCPHERSON**
Lynne M. (Butler) and Peter V. McPherson

19 **ELLA KATE REILLY**
Dulce M. (Triguetro) and Sean P. Reilly

21 **ROBERT BRUCE PERKINS**
Jennifer S. (Winters) and Michael R. Perkins, Jr.

27 **JOSHUA QUINLAN CURRIE**
Kumiko (Nagayama) and Shawn A. Currie

28 **OLIVIA MARIE MUSCATELL**
Amy E. (Harrison) and James L. Muscatell, Jr.

31 **MATTHEW RUDOLPH SCHOLL**
Lisa M. (LeClaire) and Rudolph N. Scholl, II

AUGUST ~ 2003

5 **ALISON KATHLEEN SUSAN-ROSE BEAUPRE**
Tara Jayne (Aldrich) and Ronald R. Beaupre, Jr.

8 **PATRICK DAVID LACASCIA**
Kathryn R. (Littlefield) and Matthew D. Lacascia

14 **JAROD DOUGLAS FRANKS**
Keryn A. (Wetzel) and Stephen D. Franks

19 **WILLIAM GRAY CRISCOLA**
Shannon G. (Fesperman) and Robert S. Criscola

26 **GABRIELLA LUCY HISOIRE**
Kimberly A. (Curran) and Leo R. Hisoire

27 **DARIA CORINNE HAMELIN**
Lisa M. (Lapierre) and Brian M. Hamelin

28 **CALEB JOSEPH LYNCH**
Laurie J. (Moore) and Stephen J. Lynch, Jr.

SEPTEMBER ~ 2003

4 **KENNETH LEE**
Jinsook (Byun) and Sangmook Lee

4 **RYAN JAMES ROBERTSON**
Jennifer L. (Ross) and John J. (Robertson)

8 **ALYSSA MARIE SCHILLING**
Amy M. (Patrinelli) and Timothy D. Schilling

11 **MEGHAN CATHERINE ANTALEK**
Taryn L. (Schuler) and Richard P. Antalek

12 **SAMANTHA KATHLEEN NOVINGER**
Andrea M. (Fagundes) and Scott H. Novinger

18 **AARON MICHAEL SMEGLIN**
Sylvie L. (Gomes) and Michael A. Smeglin

23 **DOMINIC JAMES MUSCATELL**
Linda V. (Peters) and Danny R. Muscatell

25 **MIKAYLA TIANA BOUCHER**
Jessica L. (Berry) and Gary E. Boucher, Jr.

OCTOBER ~ 2003

4 **PETER JACOB KING**
Stephanie L. (Hutnak) and Kenneth L. King

8 **AIDAN EDWARD FERGUSON**
Melissa A. (Ferschke) and Alexander R. Ferguson

9 **LUCIEN RICHARD FORGET**
Loren R. (Russo) and Keith A. Forget

16 **DANIEL ANDRADE MIRANDA**
Gerusa C.V. (Andrade) and Onofre Miranda-Filho

24 **ANDREW SPENCER ARAUJO**
Jill A. (Spencer) and Mario B. Araujo

25 **HALEY MARIE ROCHE**
Pamela A. (Smith) and James P. Roche, V

27 **JACOB SIKORA RATCLIFFE**
Eva G. (Sikora) and Jason A. Ratcliffe

NOVEMBER ~ 2003

1 **BENJAMIN SCOTT CLARK**
Misty M. (Masters) and Matthew S. Clark

11 **VICTORIA LEE TURNER**
Sue L. (Lee) and Gerald J. Turner

11 **JULIA LYNN DONLEY**
Kip L. (Kostelecky) and Brian E. Donley

17 **GRACE MARGARET HOLLAND**
Patricia A. (Marshall) and Sean R. Holland

20 **ARIA ELAINE GOODRICH**
Valerie E. (Lubben) and James A. Goodrich

20 **STEPHEN CASEY GROGAN**
Carolyn M. (Casey) and Stephen J. Grogan

20 **MEGAN CASEY GROGAN**
Carolyn M. (Casey) and Stephen J. Grogan

20 **KATELYN CASEY GROGAN**
Carolyn M. (Casey) and Stephen J. Grogan

24 **KATHERYN MARIE PELOQUIN**
Johna (Nadeau) and Mark M. Peloquin

DECEMBER ~ 2003

3 **RYAN GREGORY BERNARD**
Bonnie J. (Keller) and Gregory A. Bernard

4 **JULIANA RAE BUCHANAN**
Kelley A. (Fogarty) and Kevin L. Buchanan

5 **GAVIN THOMAS ACOCELLI**
Krista M. (Karvoski) and Dean J. Acocelli

30 **EVA NOELLE LLOPIZ**
Amy M. (Richard) and Alberto A. Llopiz

JANUARY ~ 2004

8 **CELINA MARISA GUERRERA**
Angela C. (Garcia) and Michael Guerrera

8 **STEPHEN THOMAS WILLAND**
Rose M. (Hoey) and Mark J. Willand

10 **RACHEL GIBSON MINIMAN**
Heather A. (Caruthers) and Stuart F. Miniman

11 **DAKOTA MCMAHON**
Amy M. (Boucher) and Michael P. McMahon

14 **HALEIGH ANN WAGNER**
Cynthia L. (Stevens) and James L. Wagner

14 **LINDSEY LEE PROVOST**
Christina E. (Mayo) and Scott T. Provost

16 **EMMA GRACE LAYDON**
Christina P. (Pirrello) and Joseph T. Laydon

22 **AIDEN JAMES LUBAS**
Kimberlie R. (Remillard) and Paul N. Lubas

22 **BRADY ALEXANDER ROKES**
Joanne L. (Nichols) and Randy A. Rokes

27 **SAMUEL CARL VINCENT**
Ingrid N. (Nuissl) and Chad J. Vincent

29 **BENJAMIN WILLIAM MARKEY**
Michelle L. (Sutphin) and Raymond C. Markey

29 **DANA LOUISE MARKEY**
Michelle L. (Sutphin) and Raymond C. Markey

31 **MICHAEL ROBERT MCGLOIN, JR.**
Lisa A. (Riccardo) and Michael R. McGloin

31 **STEPHANIE ANN MCGLOIN**
Lisa A. (Riccardo) and Michael R. McGloin

FEBRUARY ~ 2004

4 **ALEX JEFFREY GREENLUND**
Deena J. (Romano) and Jeffrey W. Greenlund

6 **MACKENZIE ELIZABETH GRAY**
Kara A. (Chakiris) and Christopher P. Gray

6 **KORINNE ELLA HEINTZ**
Lauren S. (Dowd) and Erik J. Heintz

6 **KYLE SHAWN GASKILL**
Christy L. (Castell) and Shawn M. Gaskill

8 **GAVIN MIKELE FRANCISCO**
Tanya E. (Kusinitz) and Steven Francisco

15 **ALEXANDRA ELYSSE MARIE BOMBA**
Skye D. (Dunbar) and Joseph I. Bomba

19 **AIDAN DONALD KARLOWICZ**
Carole E. (Devine) and Derek D. Karlowicz

23 **SARAH ROSE DELORME**
Amy M. (Yanchurak) and Thomas L. Delorme

27 **RYAN DANIEL WESTON**
Sharyn L. (Ward) and William D. Weston

MARCH ~ 2004

2 **SYDNEY ELIZABETH CAPUTO**
Wendy C. (Hauser) and Vincent Caputo

5 **CONNOR WILLIAM BENNETT**
Heather M. (Mariano) and Steven P. Bennett

7 **NATALIE ANN FLETCHER**
Kimberly A. (Ferrari) and Gary W. Fletcher

12 **ZOEY CONSTANCE BEAHN**
Kelly A. (Emrick) and Derek W. Beahn

18 **JACK CHRISTOPHER JOYAL**
Alison E. (Graveson) and Christopher J. Joyal

23 **ROBERT AUGUSTUS KELL**
Karen M. (Bergen) and Norman J. Kell

25 **AIMIE JEANNE GIVEN**
Brenda J. (Swinimer) and Todd E. Given

29 **LUKE ROBERT NORTHCUTT**
Kimberly (Gibson) and Robert Brian Northcutt

APRIL ~ 2004

2 **MAKENNA PAIGE KANE**
Kimberly G. (Turner) and Sean K. Kane

7 **MIA GABRIELLE BEAUMIER**
Angela J. (Trudeau) and Robert A. Beaumier

8 **JACOB MICHAEL BILINSKY**
Kelly E. (Bouchard) and Michael J. Bilinsky, Jr.

12 **MATTEO FRANCIS D'ANELLO**
Amy F. (Montecalvo) and Matthew P. D'Anello

13 **TIMOTHY PATRICK RYAN, JR.**
Carolyn W. (Ryan) and Timothy P. Ryan

15 **MAXWELL GORDON CHAPMAN**
Christine A. (Vecchione) and Robert St. Chapman

19 **ANDREW NICHOLAS NAGDA**
Katherine E. (Dulak) and Walid Nagda

21 **TATIANA MARIJA TYRA**
Marisa J. (Escalante) and John M. Tyra

24 **ZOPHIA MARIE CHERRIER**
Lisa M. (Haynes) and Robert F. Cherrier

24 **DANIEL BRUNO MACINNIS**
Hillary C. (Manning) and Michael V. MacInnis

MAY ~ 2004

2 **BRYAN SCOTT WHEELER**
Michelle L. (Picard) and Todd M. Wheeler

3 **CAROLINE ROSE BRODERICK**
Michelle J. (Kilpatrick) and William D. Broderick

7 **JOSHUA FRANCIS MCCULLEN**
Norma M. (Beauregard) and Francis G. McCullen

19 **BRENDAN MICHAEL CALKINS**
Elizabeth J. (Brown) and Stephen J. Calkins

20 **DANIEL JOHN ROSS**
Catherina L. (Dirusso) and Steven E. Ross

25 **ANNA CHRISTINA WYNDHAM**
Valerie (Zolezzi Obregon) and Kevin D. Wyndham

JUNE ~ 2004

2 **OLIVER MCCLELLAN GINGRAS**
Lauren M. (Hamilton) and Wilfred A. Gingras, III

4 **JOHN DARIOTIS**
Stamatia (Trachanas) and Stavros Dariotis

11 **KAILEY LYNN SALERA**
Aileen M. (Rogers) and Kevin E. Salera

14 **TREVOR WILLIAM OLIVER**
Tricia M. (Campbell) and Matthew M. Oliver

17 **RYAN JOSEPH AUGER**
Jillian M. (Yanovitch) and Brandon N. Auger

18 **TARYNN ELIZABETH YANKUM**
Tamara J. (Brady) and Geoffrey S. Yankum

25 **HARRISON JOHN FRANKS**
Amy L. (Phillips) and Norman C. Franks

VITAL STATISTICS
MARRIAGES

JULY ~ 2003

12 Mark Allen Bedard, Sr. and Christina Marie Wakefield
19 Dennis Francis Morton and Marie Eleanor O'Donnel

AUGUST ~ 2003

1 Richard J. Spratt and Judith Anne Safer
9 Thomas J. Perras and Tammy C. Libbey
23 William Alfred Drew and Kimberly Ann Johnston
23 David Frank Sabatino and Christin McLaughlin
31 Brant Rieke Guthenberg and Jennifer Lee Larkin

SEPTEMBER ~ 2003

6 Ronald Fletcher Hudson, Jr. and Billie Ann Brown
13 Christopher Paul Maynard and Melissa Kelly Robillard
13 David S. DeVeau and Allyson V. Fogg

OCTOBER ~ 2003

4 Jason David Kramer and Lisa Michelle Daigle
4 John Robert Potter and Louise Marie Berube
11 Bruce A. White and Susan E. Forget
12 William Patrick Bradley and Susan Ann Southland
12 David William Moseley, Jr. and Renee Legendre
25 John Edward Klosowski and Lauren Marie Descoteaux

NOVEMBER ~ 2003

1 Christopher Thomas Yacino and Susan Joy Lingner
1 Mitchell Stewart Cohen and Alysa Gabrielle Green
29 David R. Cramer and Lorraine Bullock

APRIL ~ 2004

15 Christopher David White and Kelly Jean Gould
23 Anthony N. Giunta and Jennifer L. Hughes

MAY ~ 2004

8 Christopher Paul Lague and Joanne Michelle Bonner
23 Steven R. DaPont and Cheryl Ann Coburn

JUNE ~ 2004

5 Nicholas Anthony Furno and Emily Susan Adam
5 Kevin M.G. Sughrue and Tracey Ann Walker
12 Richard Vincent Coffin and Stacey Jean Alden
19 David Ernist Maine and Brittany Anne Beatty
26 Philip Patrick Ianniello and Tanya Marie Buma

VITAL STATISTICS
DEATHS

JULY ~ 2003

5 Harriet Amanda Dexter
18 Real J. Rousseau
23 Rose M. DiCostanzo

AUGUST ~ 2003

11 Joseph F. Stefanak
12 Marion Rose Metcalf
23 Nancy J. Woolfrey

SEPTEMBER ~ 2003

3 Estelle E. Guinette
10 Marie Rose Bourgeois
26 Richard William Payne Sr.
27 Paul H. Brouillette
28 Wayne R. Shade

OCTOBER ~ 2003

3 Mario H. Forget
25 Clyde Thatcher, Sr.

NOVEMBER ~ 2003

5 John M. Neville
7 Julia I. Clougher

DECEMBER ~ 2003

8 John J. Koslak
12 Grace F. Dudley
15 Genevieve R. Jabrocki
22 Claire C. Barritt

JANUARY ~ 2004

16 Thomas A. Gauthier

FEBRUARY ~ 2004

1 Michael R. McGloin, Jr.
2 Tonya Lynn Cota
16 David Irving Aldrich
22 Jayne Susan Chrobak
26 Harold P. Dudley

MARCH ~ 2004

1 Gary W. Neiza
8 Natalie Ann Fletcher
16 Beatrice L. Saviskas

APRIL ~ 2004

3 Robert C. Hare
9 Stanley J. Bloniasz
13 Anita M. Stanick
25 Patricia A. Anderson
30 Virginia E. Roy
30 Harold Porter

MAY ~ 2004

6 Julia J. Colby
9 Richard P. Scagnelli
31 Dean A. Sobieski

JUNE ~ 2004

2 Daniel William Gilbert
6 Ardis Holmes Parker

Respectfully Submitted,

Christine E.G. Furno, Town Clerk & Eileen F. Damore, Asst. Town Clerk

Personnel Board

Leslie Navaroli, Chairman
Hillary MacInnis, Vice Chairman
BettyAnn McCallum, Secretary
Mary Eldridge

The Personnel Board has made some progress in consolidating and reformatting the Personnel Bylaws. We are in the process of dividing the bylaw, which is a permanent reference for all employees that was adopted by town meeting vote, from policies. The bylaw gives details of state laws, as well as benefits that are available to employees. Policies are standards that have been established by the Board of Selectmen and change from time to time. These documents will then be available to all employees, as well as the public.

We continue to work with municipal employees and strive to maintain fair and equitable salaries for all workers.

Respectfully submitted,
BettyAnn McCallum, Secretary

Accountant

508-476-4000 ext. 110

Board of Selectmen
Residents of Douglas

The following reports are presented for your information:

Balance Sheet – General Fund – June 30, 2004

Statement of Revenues and Expenditures – General Fund Year Ended June 30, 2004

Detail Statement of Expenditures – Budget and Actual General Fund – Year Ended June 30, 2004

Balance Sheet – Enterprise Funds – June 30, 2004

Statement of Revenue and Expenditures – Enterprise Funds – Year Ended June 30, 2004

Please be advised that there will be a copy of our audited financial statements as of and for the year ended June 30, 2004 on file with the Town Clerk, as well as, in the Treasurer's, Selectmen's and Town Accountant's offices when completed. Previous years' financial statements are available as well.

Should a question arise concerning this or any other financial information for the Town of Douglas, I would be pleased to discuss it with you. Please feel free to contact my office at any time. Your involvement in the Town's fiscal affairs is important.

The Town Accountant's office is responsible for the oversight, maintenance and reporting of the town's financial information. This includes, but is not limited to, all accounts payable and accounts receivable processing, assistance in the preparation of the annual budget and tax recapitulation, and completion of required state reports. In addition, my office is responsible for various MIS duties in town.

Respectfully submitted,
Rich Mathieu
Town Accountant

TOWN OF DOUGLAS
Statement of Revenue and Expenditures - Enterprise Funds
Year Ended June 30, 2004

	Budget	Actual	Variance
Revenue:			
User Charges			
Water	237,430.00	214,737.04	(22,692.96)
Sewer	183,805.00	166,235.36	(17,569.64)
Transfer Station	284,000.00	261,630.50	(22,369.50)
Water Bond Charges		119,054.54	119,054.54
Water Special Charges		453.62	453.62
Water/Sewer Permits		625.00	625.00
Sewer Liens			0.00
Sewer Betterment Release Fees		2,391.80	2,391.80
WWTF Design		46,930.41	46,930.41
Total Revenue	**705,235.00**	**812,058.27**	**106,823.27**
Other Financing Sources:			
Betterments Added to Taxes			0.00
Committed Interest on Betterments		243.50	243.50
Betterments Payoffs Restricted			0.00
Oil & Water Separator Assessment			0.00
Water System Development		20,000.00	20,000.00
Sewer System Development			0.00
Interest on Late Payments		5,230.54	5,230.54
Interest on Investments			0.00
Free Cash/Surplus/Fund Balance Reserved	223,506.00	223,506.00	0.00
Total Other Financing Sources	**223,506.00**	**248,980.04**	**25,474.04**

	Budget	Actual	Variance
Total Revenue and Other Financing Sources	**928,741.00**	**1,061,038.31**	**132,297.31**
Expenditures			
Appropriations:			
Salaries & Fringe Benefits - Sewer/Water	256,432.00	223,400.67	33,031.33
Expenses - Sewer/Water	186,352.00	178,508.60	7,843.40
Salary & Fringe Benefits - Transfer Station	31,724.00	30,403.63	1,320.37
Expenses - Transfer Station	259,931.00	218,073.50	41,857.50
Insurances	0.00	0.00	0.00
Capital Projects	0.00	0.00	0.00
Debt Service	185,851.00	178,549.46	7,301.54
Total Expenditures	**920,290.00**	**828,935.86**	**91,354.14**
Excess Revenue and Other Financing Sources over Expenditures	**8,451.00**	**232,102.45**	**223,651.45**

TOWNOF DOUGLAS
Balance Sheet - Enterprise Funds
Year Ended June 30, 2004

Assets and Other Debits		
Cash:		
Unrestricted checking - Sewer/Water		953,021.49
Unrestricted checking - Transfer Station		101,636.53
Total Cash		**1,054,658.02**
Water/Sewer Charges Receivable		
Water User Charges		37,704.31
Sewer User Charges		32,711.98
Water Special Charges		870.31
Water Bond Charges		20,540.06
Water System Development Charges		
Sewer System Development Charges		
WWTF Design Charge		8,364.05
Total Water/Sewer Charges Receivable		**100,190.71**
Water Liens Added to Tax		0.00
Sewer Liens Added to Tax		0.00
Sewer Assessments Apportioned Not Yet Due		3,686.00
Assessments:		
Sewer Assessments Added to Tax		
Committed Interest Added to Tax		
Total Assessments		**0.00**
Total Receivables		**103,876.71**

Total Assets and Other Debits	**1,158,534.73**
Liabilities and Other Credits	
Accounts Payable - Sewer/Water	13,624.48
Accounts Payable - Transfer Station	37,876.62
Deferred Revenue	103,876.71
Total Liabilities	**155,377.81**
Fund Equity	
Fund Balance Reserved for Bond Charges	71,837.24
Fund Balance reserved for carry forward	
Fund Balance reserved for appropriation	252,964.00
Fund Balance Reserved Sewer Development	822.02
Fund Balance Reserved Water Development	113,307.80
Unreserved Fund Balance - Sewer/Water	508,120.95
Unreserved Fund Balance - Transfer Station	56,104.91
Total Fund Equity	**1,003,156.92**
Total Liabilities and Fund Balances	**1,158,534.73**

TOWN OF DOUGLAS
Detail Statement of Expenditures - Budget and Actual - General Fund
Year Ended June 30, 2004

	Budget	Actual	Variance
Moderator	**250**	**250**	**0**
Selectmen			
Wages	141,316	124,336	16,980
Expenses	14,535	14,054	481
Town Report	3,500	2,700	800
Total Selectmen	**159,351**	**141,090**	**18,261**
Finance Committee			
Reserve Fund (un-transferred)	8,199		8,199
Expenses	6,947	2,757	4,190
Total Finance Committee	**15,146**	**2,757**	**12,388**
Accountant			
Wages	89,528	88,086	1,442
Expenses	4,750	1,583	3,167
Total Accountant	**94,278**	**89,668**	**4,610**
Town Audit	16,000	10,672	5,328
Assessors			
Wages	103,554	99,165	4,389
Expenses	6,330	6,184	146
Revaluation	50,000	20,302	29,698
Total Assessors	**159,884**	**125,651**	**34,233**

	Budget	Actual	Variance
Treasurer			
Wages	76,593	76,582	11
Expenses	13,185	12,484	701
Tax Titles	12,132	12,132	0
Total Treasurer	**101,910**	**101,198**	**711**
Collector			
Wages	43,997	43,983	14
Expenses	16,395	16,079	316
Total Collector	**60,392**	**60,062**	**330**
Town Counsel	**60,000**	**58,634**	**1,366**
Tax Taking	**4,935**	**4,935**	**0**
Clerk			
Wages	63,308	58,823	4,485
Expenses	9,324	7,458	1,866
Total Clerk	**72,632**	**66,281**	**6,351**
Planning Board			
Wages			
Expenses	3,876	2,629	1,247
Total Planning Board	**3,876**	**2,629**	**1,247**
Master Plan			
Expenses	4,800	866	3,934
Total Master Plan	**4,800**	**866**	**3,934**
Economic Development			
Expenses	10,000	2,800	7,200
Total Economic Development	**10,000**	**2,800**	**7,200**
Community Development			
Wages	150,155	150,064	91
Expenses	15,100	14,709	391
Total Community Development	**165,255**	**164,773**	**482**
Zoning Board			
Wages	6,000	6,000	0
Expenses	4,115	2,257	1,858
Total Zoning Board	**10,115**	**8,257**	**1,858**
Open Space Plan	1,000	0	1,000
Conservation Commission			
Expenses	3,260	2,074	1,186
Total Conservation Commission	**3,260**	**2,074**	**1,186**

	Budget	Actual	Variance
Public Buildings			
Wages	41,560	41,542	19
Expenses	87,555	85,785	1,770
Capital - Repairs	25,000	19,629	5,371
Total Public Buildings	**154,115**	**146,955**	**7,160**
Technology			
Wages			
Expenses	31,050	21,242	9,808
Total Technology	**31,050**	**21,242**	**9,808**
Town Hall Office Supply/Equipment	**19,834**	**19,484**	**350**
County Retirement &Medicare Tax	489,092	461,253	27,839
Unemployment	20,000	3,653	16,347
Group Insurance	1,373,667	1,323,808	49,859
Blanket Insurance	145,095	145,095	0
Total General Government	**3,175,936**	**3,101,260**	**218,978**
Police Department			
Salaries	900,735	863,260	37,475
Expenses	104,750	99,444	5,306
Police Cruisers	27,000	26,902	98
Total Police Dept	**1,032,485**	**989,606**	**42,879**
Fire Department			
Salaries	136,963	131,350	5,613
Expenses	48,255	48,112	143
Air Packs	27,000	25,748	1,253
Ambulance - Wages	73,875	68,242	5,633
Ambulance - Expenses	26,500	23,734	2,766
Total Fire & Ambulance	**312,593**	**297,185**	**15,408**
Inspectors			
Building Dept. Salaries	92,085	92,083	2
Building Dept. Expenses	6,085	5,530	556
Civil Defense Salaries	315	315	0
Civil Defense Expenses	1,200	1,200	0
Sealer Weights and Measurer	1,500	1,500	0
Tree Warden Salaries	600	600	0
Tree Warden Expenses	6,000	5,495	505
Total Inspectors	**107,785**	**106,722**	**1,063**
Highways			
Salaries & Overtime	358,459	337,268	21,191
Expenses	57,200	55,804	1,396
Highway Signs	6,000	6,000	0

	Budget	Actual	Variance
Machinery Maintenance	51,800	48,244	3,556
Local Road Improvements	44,000	25,745	18,255
Sidewalk Repair	2,000	1,978	23
Highway Railings	1,030	905	125
Highway Bridges	6,000	5,929	71
Highway Oiling	32,000	17,636	14,364
Snow Removal	84,535	112,515	-27,980
Dump Trucks with Plows	35,610	35,606	4
Street Lighting	35,000	31,492	3,508
Total Highways	**713,634**	**679,121**	**34,513**
Landfill			
Landfill Maintenance	2,000	480	1,520
Monitor Wells	9,000	8,341	659
Total Landfill	**11,000**	**8,821**	**2,179**
Cemetery	**6,500**	**4,282**	**2,219**
Health, Sanitation & Inspection			
Health Salaries	36,651	36,421	230
Board of Health Expense	10,840	6,563	4,277
Meat/Animal Salary	1,486	1,486	0
Meat/Animal Expense	300	166	134
Rabies Control			0
Nurses Salary	24,461	23,408	1,053
Total Health, Sanitation & Inspection	**73,738**	**68,044**	**5,694**
Council on Aging			
Salaries	48,689	48,643	46
Expenses	7,050	6,943	107
Total Council on Aging	**55,739**	**55,586**	**153**
Veterans			
Director Salary	7,251	7,192	59
Vet's benefits & expense	23,005	4,241	18,764
Total Veterans	**30,256**	**11,434**	**18,822**
Library			
Salaries	106,957	106,957	0
Expenses	38,338	32,486	5,852
Total Library	**145,295**	**139,443**	**5,852**
Recreation			
Salaries	6,400	6,384	16
Expenses	22,031	22,012	19
Total Recreation	**28,431**	**28,396**	**35**

	Budget	Actual	Variance
Memorial Day	1,075		1,075
OctoberFest	1,500	1,495	5
Education	9,338,198	9,388,699	-50,501
Capital	113,590	82,012	31,578
Debt Service	2,000,612	1,610,212	390,400
Total Appropriations	17,148,367	16,572,317	720,351

TOWN OF DOUGLAS
Statement of Revenue and Expenditures - General Fund
Year Ended June 30, 2004

	Budget	Actual	Variance
Revenue:			
Property taxes:			
Personal Property	167,973.54	167,750.55	(222.99)
Real Estate	9,076,308.46	8,967,448.57	(108,859.89)
State Aid	6,434,332.00	6,443,125.00	8,793.00
Excise Taxes	725,000.00	1,006,894.76	281,894.76
Penalties & Interest on taxes	36,000.00	74,140.80	38,140.80
Licenses, Permits, Fines & Fees	154,000.00	179,474.48	25,474.48
Interest	85,000.00	52,039.06	(32,960.94)
Refunds and other revenues		84,383.41	84,383.41
Tax Titles Redeemed		85,065.95	85,065.95
Ch.61 Roll Back Taxes		86,763.48	
Total Revenue	**16,678,614.00**	**17,147,086.06**	**468,472.06**
Other Financing Sources:			
Sanitation Offset Receipts	60,000.00	50,090.00	(9,910.00)
Appropriations from Free Cash	900,000.00	900,000.00	0.00
Prior Year Overestimates Cherry Sheets			0.00
Votes from Overlay Surplus			0.00
Transfers from other funds	129,845.00	129,845.00	0.00
Total Other Financing Sources	**1,089,845.00**	**1,079,935.00**	**(9,910.00)**
Total Revenue and Other Financing Sources	**17,768,459.00**	**18,227,021.06**	**458,562.06**
Expenditures			
Appropriations:			
General Government	3,175,936	3,101,260	74,677
Police	1,032,485	989,606	42,879
Fire & Ambulance	312,593	297,185	15,408
Inspectors	107,785	106,722	1,063
Highways	713,634	679,121	34,513
Landfill mtc, Monitor Wells, Waste Coll	11,000	8,821	2,179
Cemetery	6,500	4,282	2,219

	Budget	Actual	Variance
Health, Sanitation & Inspection	73,738	68,044	5,694
Council on Aging	55,739	55,586	153
Veterans	30,256	11,434	18,822
Library	145,295	139,443	5,852
Recreation	28,431	28,396	35
Memorial Day	1,075	-	1,075
Education	9,338,198	9,388,699	(50,501)
OctoberFest	1,500	1,495	5
Debt Service	2,000,612	1,610,212	390,400
Capital	113,590	82,012	31,578
Total Appropriations	**17,148,367**	**16,572,317**	**576,050**
Other Local Expenditures:			
State and County Charges	488,791	365,408	123,383
Sanitation Offset Payments	60,000	44,891	15,109
Transfers to Other funds			-
Total Other Local Expenditures	**548,791**	**410,299**	**138,492**
Total Expenditures	**17,697,158**	**16,982,616**	**714,542**
Excess Revenue and Other Financing Sources over Expenditures	**71,301**	**1,244,405**	**1,173,104**

TOWNOF DOUGLAS
Balance Sheet - General Fund
Year Ended June 30, 2004

Assets and Other Debits		
Cash:		
Unrestricted checking		3,925,038.28
Petty Cash		100.00
Total Cash		**3,925,138.28**
Taxes and Excises Receivables		
Property Taxes		
Personal Property taxes receivable		8,484.37
Real Estate taxes receivable		295,489.70
Allowance for Abatements & Exemptions		(285,614.65)
Total property taxes		**18,359.42**
Tax liens & Foreclosures		464,759.08
Excise Taxes		103,644.80
Total taxes and excise receivable		**586,763.30**

Assessments	
Street Assessment added to taxes	142.68
Street interest added to taxes	12.48
Total Assessments	155.16
Due From Other Funds	
Due from Capital Projects	44,298.13
Total due from other funds	**44,298.13**
Amount to provide payment of long-term bonds	18,403,377.13
Amount to provide for Landfill PC	268,870.00
Loans Authorized	22,324,313.00
Less loans authorized and un-issued	(22,324,313.00)
Total Loans	0.00
Total Assets and Other Debits	**23,228,602.00**
Liabilities and Other Credits	
Accounts Payable	244,025.34
Payroll Withholdings	(97,549.19)
Other Liabilities	3,733.14
Deferred Revenue	586,918.46
Long-term Bonds	18,403,377.13
BAN - Payable	225,000.00
Landfill PC	268,870.00
Total Liabilities	**19,634,374.88**
Fund Equity	
Fund Balance reserved for snow/ice deficits	(27,980.35)
Fund Balance reserved for carryovers and encumbrances	280,225.65
Fund Balance reserved for petty cash	100.00
Fund Balance reserved for appropriation	812,000.00
Fund Balance reserved for South St.	14,152.30
Fund Balance reserved for Bond Premium/Debt	786,617.81
Unreserved Fund Balance	1,729,111.71
Total Fund Equity	**3,594,227.12**
Total Liabilities and Fund Balances	**23,228,602.00**

Treasurer

508-476-4000 ext. 356

To the Selectmen of the Town of Douglas:

The following is my report for Fiscal Year 2004, as the Treasurer of the Town of Douglas, as recommended by the Division of Local Services, Department of Revenue, called for by Chapter 40, Section 49, of the Massachusetts General Laws.

Schedule of Treasurer's Cash June 30, 2004

Bank Accounts:	
MMDT	$4,025,434.63
State Street	$2,475.21
Unibank	$3,314,369.56
Fleet	$203,702.08
Commerce Bank - School Construction	$35,270.71
Total	**$7,581,252.19**
Stabilization Fund:	
MMDT	$2,135,913.84
Total	**$2,135,913.84**
Other:	
Contractor Performance Bonds	$348,055.99
Trust Fund Assets	$254,872.94
Total	**$602,928.93**
Total of all cash and investments:	**$10,320,094.96**

TOWN OF DOUGLAS INDEBTNESS
Bonded Debt Schedule
June 2004

Original Amount	Description	Rate	Maturity	Principal Balance
$9,900,000.00	School Construction	3.00%	2022	$9,300,000.00
$483,000.00	Sewer Loan R-2	5.00%	2005	$16,000.00
$104,700.00	Well	5.125%	2034	$93,476.00
$855,000.00	Well	5.2%	2015	$574,380.00
$555,000.00	Water Tank	6.00% - 4.25%	2018	$439,614.00
$1,200,000.00	Municipal Purpose of 1999	7.00% - 5.150%	2010	$450,000.00

$1,940,000.00	Municipal Purpose of 2001	3.500% - 4.250%	2011	$958,750.00
$4,850,000.00	Municipal Purpose of 2004	4.16%	2023	$4,850,000.00
$206,500.00	Water Lines	4.25%	2033	$206,500.00
$322,500.00	Sewer Design - Rates	3.500% - 4.250%	2011	$221,250.00
$575,000.00	Police Station	5.625%	2012	$258,750.00
$960,000.00	Early Childhood	6.00% - 4.250%	2012	$384,000.00
$615,000.00	Fire/EMS Station	6.00% - 4.250%	2012	$406,386.00
$349,000.00	Post Office Renovation	5.25%	2014	$241,594.00
			Total	**$18,400,700.00**

W-2 FY04

TOWN ACCOUNTANT	**W-2 2003**
HARRIS, DEBBY	$20,295.40
MATHIEU, RICHARD J	$67,495.63
TOTAL TOWN ACCOUNTANT	**$87,791.03**

ANIMAL CONTROL	**W-2 2003**
O'CONNOR, JAY S	$16,461.38
TOTAL ANIMAL CONTROL	**$16,461.38**

ASSESSORS	**W-2 2003**
BLATCHFORD, JOHN A, JR	$1,050.00
CURTIS, PATRICIA E	$11,627.30
KESSLER, JULIE E	$18,105.50
MACKAY, BETH A	$28,141.08
OUILLETTE, IDA A	$40,485.58
SUGHRUE, JAMES J, JR	$800.00
TOTAL ASSESSORS	**$100,209.46**

BUILDING AND INSPECTORS	**W-2 2003**
COLONERO, FLORENDO	$243.60
HICKEY, WAYNE	$360.78
LANPHER, HILDA-JANE	$23,880.45
REYNOLDS, ADELLE	$51,336.80
SASTER, JOSEPH	$6,986.12
WALLIS, RICHARD	$7,952.07
TOTAL BUILDINGS & NSPECTORS	**$90,759.82**

BUILDING & GROUNDS MAINTENANCE	**W-2 2003**
COLONERO, PATRICK J	$43,432.56
TOTAL BUILDING & GROUNDS MAINT.	**$43,432.56**

TOWN CLERK	W-2 2003
DAMORE, EILEEN F	$24,437.79
FURNO, CHRISTINE EG	$36,610.91
HAGLUND, BRENDA L	$20.00
KOSLAK, PATRICIA K	$417.31
MACINNIS, MICHAEL V	$85.75
PRUNIER, MONICA	$232.00
TOTAL TOWN CLERK	**$61,803.76**

TAX COLLECTOR	W-2 2003
BURGESS, ANNE M	$1,825.60
CARTER, PAMELA A	$36,375.83
TOTAL TAX COLLECTOR	**$38,201.43**

COMMUNITY DEVELOPMENT	W-2 2003
CHESLEY, MARIA D	$28,934.91
CUNDIFF, WILLIAM J	$68,577.68
ZISK, STEPHEN D	$51,890.91
TOTAL COMMUNITY DEVELOPMENT	**$149,403.50**

COUNCIL ON AGING	W-2 2003
GRAVESON, ALYSSA M	$19,686.12
JOLDA, FRANCES	$5,510.09
ROUSSEAU, ASHELY D	$1,547.00
ROUSSEAU, PATRICE M	$16,820.58
WINDHAM, ROSANNA E	$3,896.81
TOTAL COUNCIL ON AGING	**$47,460.60**

FIRE DEPARTMENT	W-2 2003
AMARAL JR, ROBERT J	$1,022.94
BRULE, PHILLIP	REPORTED IN HIGHWAY
BUMA, PAUL	$452.00
CAHILL, MICHAEL	$384.96
COHEN, JONATHON F	$624.24
CURTIS, MATTHEW T	$1,630.66
FURNO, ADAM	$7,468.68
FURNO, DAVID A	REPORTED IN HIGHWAY
FURNO, JOHN J	REPORTED IN HIGHWAY
GIEDRYS, PATRICIA L	$14,063.28
GONYNOR, DONALD P	$58,391.16
GONYNOR, MICHAEL P	$2,467.00
GREBINAR, KEVIN W	$350.00
KING, JEFFREY	REPORTED IN HIGHWAY
MANNING, PATRICK R	$675.00
MARKS, EARNEST JR	REPORTED IN HIGHWAY

FIRE DEPARTMENT – cont.	W-2 2003
MCCALLUM, JUSTIN C	$712.00
MCGLAUGHLIN, AARON	REPORTED IN POLICE
MOSELEY, DAVID W JR	$1,172.18
ROBAR, SEAN T	$1,497.56
SIMPSON, SHANE M	$1,602.18
SOCHIA, LEON T, IV	$984.00
TOTAL FIRE DEPARTMENT	**$93,497.84**

AMBULANCE DEPARTMENT	W-2 2003
BLAKE, THERESA A	$260.00
CAMPO, PETER	$4,231.00
FORSYTHE, NADINE M	$2,226.22
FURNO, PATRICIA A	$3,766.50
LABRECQUE, PAULINE	$41,796.05
MABEY, MEREDITH R	$956.96
NADEAU, RAYMOND	$995.00
RODAS, ABRAHAM	$769.32
ROUSSEAU, PATRICIA	REPORTED IN COA
VINSON, KENT F	$40,692.72
TOTAL AMBULANCE	**$95,693.77**

BOARD OF HEALTH	W-2 2003
BACON, MARLEEN	$29,834.79
CHIODA, JOSEPH J	$552.00
DOWNS, RICHARD	$8,955.16
GJELTEMA, HAROLD	$64.00
KOCUR, JOHN P	$13,197.12
LUNEAU, OLIVA P	$7,657.16
MACKAY, AMANDA B	$240.00
MCCALLUM, DAVID S	$658.52
PODOLSKY, DANIEL E	$1,807.68
RAWINSKI, CHERYL A	$24,192.00
YACINO, JOSEPH A	$4,538.66
TOTAL BOARD OF HEALTH	**$91,697.09**

HIGHWAY DEPARTMENT	W-2 2003
BEGIN, RAYMOND M	$40,955.24
BOLLINGER, TRENTON	$1,526.50
BRULE, PHILIP	$58,767.36
DEVLIN, BRIAN F	$3,683.00
ESPANET, EDWARD	$4,725.48
FURNO, DAVID A	$44,801.45
FURNO, JOHN J	$56,283.98
HILL, JOHN D	$4,211.65
HILL, WILLIAM JAMES	$4,165.90
KING, JEFFREY	$39,418.30

HIGHWAY DEPARTMENT – cont.	W-2 2003
MARKS, JR, ERNEST	$45,736.83
MARTINSEN, CHRISTOPHER A	$2,028.00
MARTINSEN, KARL G	$1,139.20
MCCALLUM, BETTYANN	$13,418.61
MCCALLUM, MARYBETH	$7,070.49
THERRIEN, EDWARD A	$67,245.44
TOTAL HIGHWAY	**$395,177.43**

POLICE DEPARTMENT	W-2 2003
ABBOTT, BRIAN G	$11,691.32
AMARAL, ROBERT J, III	$548.55
BROWN, DAVID JAMES	$63,492.85
BRULE, PATRICIA	$43,646.95
CHIPMAN, KEITH E	$11,136.96
COLORIO, JOHN A	$4,677.15
DUNLEAVY, JR, DANIEL W	$32,445.40
DUNLEAVY, MARK W	$6,541.46
FOLEY, PATRICK T	$70,331.58
FORGET, NORMAN L	$3,665.06
FORTIER JR, RONALD A	$59,640.60
FULONE, BRETT D	$56,548.85
GILBERT, GLENN G	$67,096.57
GILBERT, GREGORY G	$68,254.54
GLYNN, MAAUREEN L	$54,353.20
JOHNSON, JAY M	$4,165.18
KAMINSKI, KAREN M	$2,649.09
KAMINSKI, MARK E	$61,582.67
KREFT, PETER M	$5,530.08
MAJEAU, JR, RAYMOND R	$9,270.06
MARTINSEN, MICHAEL S	$20,057.14
MCLAUGHLIN, AARON	$55,001.94
MCLAUGHLIN, RICHARD JR	$57,628.45
MIGLIONICO, NICKY L	$69,373.37
RAYMOND, STEVEN L	$31,364.98
REARDON, MICHAEL R	$11,299.27
SCANLON, JR, RICHARD R	$4,422.21
SEAVER, WILLIAM T	$14,178.17
SOUSA, LINDA	$4,472.67
STERLING, MARK E	$3,002.43
VASSAR, LEONARD M	$50.96
WHITE, SUSAN	$36,135.34
TOTAL POLICE	**$944,255.05**

RECREATION	W-2 2003
CRANDALL, PAUL S	$1,944.00
DOYON, ROBERT J JR	$2,320.00

RECREATION – cont.	W-2 2003
PEPIN, MATTHEW J	$2,160.00
PEPIN, MICHAEL J	$2,160.00
TOTAL RECREATION	**$8,584.00**

TREASURER	W-2 2003
BROTHERTON, SHARON A	$41,552.74
YARGEAU, KIMBERLY A	$27,573.48
TOTAL TREASURER	**$69,126.22**

SELECTMEN	W-2 2003
BROUILLETTE, PAULA A	$300.00
BRULE, JANE L	$20,321.95
FORGET, RONALD P	$300.00
KANE, SUZANNE	$37,227.73
MAHONEY, KENNETH	$83,127.32
MOSCZYNSKI, SHIRLEY M	$400.00
PRESTON, RICHARD E	$389.50
THERRIEN, EDWARD	REPORTED IN HIGHWAY
TOTAL SELECTMEN	**$142,066.50**

VETERANS AGENT	W-2 2003
KORENBLUM, ARNOLD	$1,119.36
TRAJANOWSKI, KENNETH J	$587.66
TOTAL VETERANS AGENT	**$1,707.02**

WATER/SEWER DEPARTMENT	W-2 2003
COLONERO, PATRICK J	REPORTED IN BUILDING AND GROUNDS
CROTEAU, DENNIS	$53,779.21
DECOTEAU, RAYMOND J	$39,922.82
DEJONG, DAVID B	$32,339.98
DUDLEY, III, RALPH E	$45,576.96
GRESSAK, ANTHONY J	$4,623.74
JOSEY, ROBERT A	$800.00
SASTER, JOSEPH	REPORTED IN BUILDING
SASTER, MARIO J	$2,520.00
TOTAL WATER/SEWER	**$179,562.71**

ZONING BOARD OF APPEALS	W-2 2003
MITCHELL, CHRISTINE K	$4,840.00
TOTALS ZONING BOARD OF APPEALS	**$4,840.00**

TOWN MODERATOR	W-2 2003
JUSSAUME, JEROME D	$250.00
TOTALS TOWN MODERATOR	**$250.00**

TREE WARDEN	W-2 2003
MOSCZYNSKI, LEON	$600.00
TOTAL TREE WARDEN	**$600.00**

LIBRARY	W-2 2003
AUBIN, MARYELLEN	$19,376.38
BOWEN, GAIL A	$537.96
CARLSSON, ANN D	$48,716.94
LACHAPELLE, RAMONA J	$150.00
MAGUIRE, CLAIRE L	$121.80
MIGLIACCI, TODD M	$901.14
RAWSON, JANEEN	$25,316.07
SODERMAN, TINA	$865.75
TETREAU, JOSHUA M	$3,732.79
YOUNGSMA, KATIE G	$826.88
TOTAL LIBRARY	**$100,545.71**

BLACKSTONE VALLEY VOCATIONAL SCHOOL COMMITTEE MEMBER	W-2 2003
LAVIN III, JOHN C	$500.00
TOTAL BVVS COMMITTEE MEMBER	**$500.00**

SCHOOL DEPARTMENT	W-2 2003
ANDERSON, MICHAEL A	$3,230.75
ARCHAMBAULT, KATHLEEN B	$875.00
ARSENAULT, MICHELLE D	$4,171.09
BABIGIAN, MICHELLE L	$40,149.22
BACHELDER, BEVERLY	$65,987.70
BARNES, ARLINE B	$12,185.64
BARNICLE, CARLA M	$8,447.73
BARONE, AMY C	$37,955.00
BARRY, KELLY C	$405.00
BEDLION, KAREN M	$13,405.00
BEGLEY, JUDITH C	$1,436.00
BERG, AMY E	$13,873.86
BERG, SHARRON L	$62,831.70
BERGES, MARGARET E	$43,596.84
BERTHIAUME, KIMBERLY A	$43,887.84
BIAGIONI, SUSAN L	$12,349.02
BIANCHI, KRISTEN	$52,854.21
BILODEAU, ANDRE J	$300.00
BLANCHARD, FAYE E	$28,351.20
BLANCHARD, PAULA A	$15,083.44

SCHOOL DEPARTMENT – cont.	W-2 2003
BLATCHFORD, KRISTINE M	$11,755.00
BOISSEAU, KAREN M	$150.00
BOISVERT, CHRYSTAL J	$8,077.62
BOLIO, PAUL F	$58,453.80
BOLTE, CHRISTINE M	$9,838.16
BOMBREDI, RENEE M	$14,066.04
BOND, TARA M	$1,700.00
BOOTH, KIM E	$12,780.36
BOUCHER, ERIC D	$1,960.00
BRANEY, CAROLYN E	$11,888.64
BROSNAHAN, KATHY	$33,461.67
BROTHERS, DANIEL T	$381.38
BROTHERS, TIMOTHY D	$2,473.90
BROWN, DOUGLAS	$62,528.51
BRUNDAGE, MELANIE S	$37,069.66
BYERS, GEORGE	$64,831.70
CARDONE, ERIN L	$1,800.00
CARDONE, REGINA	$43,705.52
CASAVANT, PAUL J	$35,108.74
CATUSI, NICOLE	$300.00
CHACHARONE, AMY L	$36,889.92
CHAUVIN, LEAH E	$40,985.63
CHRISTIANSEN, SARA J	$2,418.25
CHRISTIANSEN, TAMMARIE K	$13,918.09
CICERO, KIMBERLY R	$37,284.12
COADY, JENNIFER A	$41,570.91
CODER, MARSHA	$57,629.34
COLABELLO, LOUIS PAUL	$58,383.14
COLLINS, ALBERTA M	$68,843.70
COLONERO, PATRICK J	REPORTED IN BUILDING AND GROUNDS
CONGDON, REBECCA M	$14,359.36
CONNOR, CAROL L	$25.00
COOPER, JULIE M	$38,865.06
COSTA, EMILY J	$39,190.41
COTE JR, ROBERT A	$350.00
COTE, CHRISTIE L	$23,906.70
CRANE, PATRICK J	$990.57
CRISTIAN, KAREN A	$36,067.50
CULLEN, BRIEN A	$59,629.34
CULLINAN, LEANNE	$14,791.35
CURREN, CATHERINE A	$21,239.86
CUTTING, ANDREA L	$19,004.91
CUTTING, NICHOLAS M	$394.89
CUTTING, TIFFANY M	$1,810.88
CYR, LORI A	$1,300.19
DAGENAIS, STEPHANIE	$60,071.14
DAVIS, CARMEN L	$14,354.50
DELPHOS, MARY A	$53.63

SCHOOL DEPARTMENT – cont.	W-2 2003
DEMPSEY, MATTHEW G	$580.52
DENONCOUR, ALBERT J	$59,378.94
DESCHENES, KATHLEEN P	$14,775.82
DESCOTEAU, ALISSA R	$347.62
DEWITT, THERESA	$19,417.24
DICKINSON, MARSHA	$62,831.70
DICKSON, NICOLE M	$2,617.36
DIMATTEO, PAMELA K	$9,920.07
DIONIS, MARIA	$62,025.42
DOBSON, PATRICIA A	$13,619.35
DOIRON, ROBYN M	$40,410.82
DORAN, GRACE A	$44,175.15
DOYLE, NANCY A	$56,179.80
DUCHARME, JOHN P	$81,486.52
DUFAULT, ANDRE R	$40,117.78
DUMAS, NICOLE D	$50.00
DUPRE, NANCY A	$62,970.50
DURKIN, DEBORAH A	$17,296.61
DURKIN, KALEIGH E	$1,699.36
ELLIOT, GERALD	$61,975.34
FALLAVOLLITA, JOSEPH V	$14,801.12
FERGUSON, ALEX R	$3,000.00
FITZPATRICK, CAROLINE A	$26,031.84
FITZPATRICK, JEAN M	$63,103.51
FLANDERS, GENE H	$3,150.00
FLAYHAN, CATHERINE M A	$41,984.22
FLAYHAN, JOHNATHAN	$40,989.64
FORD, ANGELA L	$11,146.56
FOREST, MICHELLE	$53,653.46
FORGET, KIM	$23,787.68
FRAGA, LINDA M	$64,274.51
FROELICH, DEBORAH L	$6,800.00
GAJEWSKI, KIMBERLY A	$25,362.68
GANAS, NANCY M	$11,600.00
GARCES, MARLENE I	$35,560.80
GARTSU, KARLA M	$1,979.25
GASKELL, LYNNE M	$56,179.80
GAUTHIER, KATHLEEN N	$56,957.10
GEORGE, JOHN J	$2,300.00
GILREIN, CATHERINE	$49,360.15
GILREIN, MEGHAN E	$50.00
GIUSTINA, ROBERT E	$62,409.34
GLEBUS, VICKI L	$38,053.92
GNATEK, MARY CATHERINE	$36,821.16
GNIADEK, LORI A	$12,713.74
GODBOUT, ROBERT G	$43,896.84
GODFREY, LOUISE C	$600.00
GORMAN, MARIA L	$12,861.38

SCHOOL DEPARTMENT – cont.	W-2 2003
GOVER, ANDREW B	$1,152.58
GOVER, RYAN J	$250.00
GRASS, KAREN R	$22,994.72
GRAY-QUINN, KATHRYN A	$150.00
GRENIER, JASON J	$7,539.42
GRIGAS, BRIAN C	$4,606.25
GUARINO, VERONIQUE C	$32,960.41
GUINANE, ANN E	$41,264.22
HACKETT, ANNE M	$49,815.00
HAIGH, SHEILA	$59,829.34
HALACY, JAMES	$35,927.91
HALACY, JUNEMARIE	$12,117.32
HANNON, STEPHANIE L	$3,567.94
HARKINS, STEPHANIE L	$41,725.99
HART, MATTHEW J	$28,140.06
HASEMANN, MARIE ANN	$500.00
HAUVER, MARK S	$42,118.40
HAYES, NANCY	$59,629.34
HEALEY, JOHN F	$200.00
HEBERT, JENNIFER L	$39,892.09
HELDENBERG, GLADYS	$24,367.76
HELLER, LINDA M	$8,818.31
HENDRICKS, CARRIE A	$43,671.84
HILL, DONNA J	$13,400.66
HIPPERT, DANIELLE J	$58,829.34
HIPPERT, LORI-ANN	$5,150.00
HOLM, PATTI	$6,178.80
HOLMBERG, ANDREW A	$6,138.35
HOPKINSON, HAILIE	$6,088.46
HOPKINSON, LINDA M	$19,422.11
HURLEY, JESSICA S	$45,312.66
IVESTER, ALYSON	$1,325.00
JACKMAN, JANE V	$32,961.38
JANE', ANDREA	$34,830.36
JENNISON, CYNTHIA J	$4,749.18
JODICE, KRISTINA B	$12,857.22
JOHNSON, JOSEPH A	$16,677.12
JOST, KATHLEEN	$57,629.34
JURKOWITZ, RENA	$42,590.75
JUSSAUME, GAIL A	$63,647.81
JUSSAUME-RICHARDS, TAMMIE L	$9,063.26
KASPER, BRENDA L	$19,261.31
KEATING, LARAINE E	$33,578.64
KEITH, KAREN	$60,921.14
KELLEHER, MARY T	$27,252.70
KELLY, CHERYL L	$6,823.30
KENNY, AMY G	$43,046.84
KING, STEPHANIE L	$40,366.35

SCHOOL DEPARTMENT – cont.	W-2 2003
KIRKPATRICK, HEIDI W	$12,482.64
KLOSOWSKI, LAUREN M	$38,195.78
KOLLETT, JEFFREY R	$36,219.52
KOZLOWSKI, ROBERT P	$41,519.27
KROUNER, MITCHELL S	$54,733.22
KUSTIGIAN, BRETT M	$66,798.09
LACHAPELLE, EDWARD J	$63,568.92
LANCASTER, SANDRA	$48,256.86
LANE, BARBARA J	$4,583.28
LATIMER, LEAH A	$594.00
LAWRENCE, CAROLYN S	$58,849.34
LEBLANC, RICHARD J	$36,909.09
LECLAIR, HEATHER A	$389.81
LEONARD, PAUL	$57,165.50
LEUCI, SUSAN B	$41,434.22
LOEHMANN, ELAINE L	$17,852.14
LYDON, KAREN	$59,553.94
MACDONALD, MARIAN R	$31,521.59
MAGUIRE, CLAIRE L	$121.80
MAHLER, RENEE B	$7,948.77
MAILHIOT, JAYE T	$12,862.89
MALO, CHRISTINE A	$5,501.99
MANNING, CAROL	$18,725.19
MANYAK, FAYE	$62,903.51
MARA, BEVERLY	$800.00
MARKLE, LAURA E	$2,500.89
MARKLE, PAULA A	$37,842.08
MARSDEN, JEFFREY	$83,482.01
MARSDEN, JOAN M	$25,506.81
MARSHALL, MARY L	$935.00
MARTIN, LORI S	$450.00
MARTINO, KIMBERLY LYNN	$50.00
MASNY, MICHAEL	$87,773.41
MASSOTTI, KIMBLY A	$1,010.00
MATTSCHECK, CATHY A	$35,127.36
MATTSCHECK, JESSICA E	$1,154.28
MCCORMICK, CAROL A	$51,895.37
MCDONALD, CAROL A	$20,950.67
MCDONALD, MARTHA A	$14,291.16
MCGAULEY, SEAN P	$1,512.00
MCGRATH, BRIAN	$38,333.78
MCGRATH, JUDITH	$13,168.62
MCINNIS, LESLIE E	$47,673.30
MCKEON, DONALD	$59,629.34
MCLAUGHLIN, CHERYL E	$40,030.92
MCLAUGHLIN, MAUREEN E	$3,471.61
MENARD, BRENDA L	$11,992.89
MEOMARTINO, MICHELLE	$63,741.34

SCHOOL DEPARTMENT – cont.	W-2 2003
MEOMARTINO, ROBERT	$70,438.06
MERTEN, DENISE	$46,046.64
MIGLIACCI, LISA B	$12,795.49
MINIOR, SHIRLEY	$12,858.31
MISTRETTA, JEAN F	$4,063.52
MOLVAR, MELISSA	$43,271.84
MONGIAT, MICHAEL A	$58,895.18
MOORE, LINDA M	$41,885.63
MORAN, TINA M	$63,021.68
MORDAS, PATRICIA C	$12,688.64
MURPHY, PATRICK C	$4,380.72
MURZYCKI, TAMMY R	$23,410.78
MYERS, GREGORY B	$45,361.76
MYERS, LESLEY B	$42,728.00
NICHOLS, SARAH J	$5,313.01
NICHOLS, SUSAN S	$62,496.14
NOVAK, SANDRA J	$447.50
O'CONNOR, JORDAN C	$22,840.27
OLBRYS, MEREDITH A	$200.00
OSTERMAN, CHERYL A	$21,882.16
PADILLA, ROXANNA E	$25,842.66
PAINE JR, GEORGE A	$5,741.04
PASTORE, RAMONA R	$2,875.00
PELKUS-ESTERS, LAURETTA	$62,831.70
PERKINS, CAROL M	$21,939.63
PHELPS, JASON	$73,772.03
PIERCE, LARRY	$62,024.86
PINCINCE, ALICIA D	$50.00
PINCINCE, DEBRA L	$83,151.43
POIRIER, RAYMOND A	$34,644.56
POOLE, STEPHANIE J	$150.00
PORTER, JAMIE	$1,083.38
POSNER, ROBERT E	$12,187.08
POULIN, ROLAND P	$1,900.00
QUINN, RALPH J	$1,900.00
RANDOR, JOSEPH M	$1,050.00
REARDON, MELISA L	$17,077.87
REGAN, REBECCA C	$2,429.78
REMKUS, JONATHAN T	$2,814.76
RENNIE, BRENDA M	$14,041.34
RICHARD, SUSAN	$31,138.57
RIORDAN, KEVIN M	$40,007.41
RIVARD, LAURIE J	$14,153.48
ROBERT, PAULA A	$1,619.94
RODRIGUES, MARYANN E	$15,609.15
RONDEAU, CHRISTOPER J	$1,086.76
RUSSO, BARBARA	$58,678.94
SACCOL, ROBIN L	$37,946.43

SCHOOL DEPARTMENT – cont.	W-2 2003
SCHWARTZ, PAMELA K	$63,268.51
SHILALE, DONNA M	$28,566.72
SIGLER, CYNTHIA A	$400.00
SIMONELLI, DEBORAH A	$60,829.34
SIRACO, ELIZABETH T	$1,500.00
SOBIESKI, DEAN A	$772.89
SOCHA, CINDY L	$62,508.51
SODERBERG, DANIEL P	$1,103.65
SODERBERG, MATTHEW M	$607.52
SODERBERG, ROSEMARY P	$44,756.28
SODERMAN, DEBRA A	$18,371.46
SOKOL, MARYDOLORES	$58,829.34
SOUSA, DONNA M	$29,430.19
STACK, IMOGENE	$58,829.34
STAND, ELLEN L	$19,913.96
STAND, SHELBY R	$334.12
STEWART, GLORIALYN	$13,753.14
STONE, MARY E	$93,276.16
SWAIN, SONJA P	$23,860.28
SZOSTAKOWSKI, LORI A	$5,168.58
TEDISKY, MARLENA M	$33,884.64
TESSIER-WOUPIO, DIANE	$59,808.09
TOMASETTI, SHANNON E	$200.00
TREEN, CHERYL A	$5,292.56
TURNER, ERRION L	$15,609.15
URSCH, KATHLEEN A	$200.00
VAILLANT, EMILY S	$45,180.84
VALERIO, GARNETTE M	$820.00
VALIPOUR, PAMELA J	$55,083.22
VALLIERE, PATRICIA	$33,350.87
VANINWEGEN, ERIC G	$36,166.92
VASAR, APRIL	$820.00
VERGE, CONCETTA	$108,946.06
VISCARDI, JULIE M	$12,482.64
WATKINS, JOHN P	$8,496.77
WERME, NORA M	$39,062.63
WHEELER, MICHELLE L	$42,185.63
WHITE, ELIZABETH R	$426.94
WHITE, RAYMOND C	$33,027.67
WILLARD, CAROLINE	$28,010.54
WILSON, SHELLIE J	$59,071.14
WOLNY, ADAM N	$13,870.82
WOLNY, MICHELE L	$11,653.68
WOLNY, NOEL B	$23,789.35
YACINO, MARILYN	$59,508.90
YODER, MARGARET A	$7,027.13
TOTAL SCHOOL	**$8,223,524.44**

SCHOOL CAFETERIA	W-2 2003
BALLOU, LAURA J	$7,120.27
BELLE, MARGARET	$1,912.76
CARLO, NANCY M	$3,885.00
EBBELING, FRANCES V	$2,142.01
HENDRICKSON, VERA	$6,638.63
HENNESSEY, CHRISTIE L	$998.99
LAPIERRE, MARGARET	$14,447.30
LUUKKO, CHARLENE R	$13,168.75
MACCHI, CAROL S	$7,071.60
MAHONEY, IVONE	$4,288.41
MANYAK, JUDITH A	$33,176.01
MESITE, HEMATIE	$4,546.39
MYERS, CAROLANN E	$4,374.00
NEWELL, JOYCE L	$7,645.21
PICARD, ROSE	$5,822.74
PLANTE, KAREN M	$1,401.04
RIENSTRA, LEEANE E	$3,085.93
WEAGLE, CYNTHIA M	$6,155.96
TOTAL CAFETERIA	**$127,881.00**

Salaries as stated on W-2's 2003	**$11,115,032.32**

Town Collector

508-476-4000 ext. 354

To the Board of Selectmen and the citizens of the Town of Douglas.
I want to thank the citizens for their support in my re-election to the Collector's office for the next three years.

The following is a breakdown of all monies collected and turned over to the Treasurer for fiscal year 2004, beginning July 1, 2003 and ending June 30, 2004:

Real Estate	
2004	$8,785,410.73
2003	$207,738.39
2002	$7,686.00
2001	$526.94
2000	$500.47
	$9,001,862.53
Personal Property	
2004	$167,407.46
2003	$1,088.86
2001	$133.70
	$168,630.02

Motor Vehicle Excise Tax	
2004	$775,226.35
2003	$227,341.48
2002	$17,933.18
2001	$2,014.30
2000	$278.86
1999	$308.96
1998	$120.62
1997	$28.34
1995	$11.25
1994	$11.25
1990	$10.83
1987	$111.25
	$1,023,396.67

Water Use	
2004	$215,199.04

Sewer Use	
2004	$166,685.36

Service Charge	
2004	$119,142.54

WWTF Design	
2004	$46,954.41

Water/Sewer Interest	
2004	$5,230.54

Water/Sewer Demand	
2004	$1,880.00

Water System Development Fees	
2004	$20,000.00

Sewer System Development Fees	
2004	$0.00

Water Repair Account	
2004	$462.85

Sewer Assessments	
2004	$2,311.80
	$577,866.54

Committed Interest	
2004	$243.50
	$243.50

Miscellaneous revenues

Municipal Lien Certificates	$16,150.00
Boat Excise	$2,903.41
Check Charges	$175.00
Betterment Release Fees	$80.00
Motor Vehicle Mark/Clear fees	$5,422.00
Roll Back Taxes	$86,776.08
	$111,506.49

Interest

2004	$20,450.92
2003	$15,229.24
2002	$2,316.67
2001	$572.67
2000	$378.27
1999-1986	$523.93
	$39,471.70

Respectfully submitted;
Pamela Carter
Town Collector

Assessor

508-476-4000 ext. 353

FY2004 Assessed Valuation of Town **560,942,756**

CLASSIFICATION

Residential	526,008,776
Open Space	- 0 -
Commercial	11,419,920
Industrial	13,321,480
Personal Property	10,192,580

Total Taxes Levied for Fiscal Year 2004 **9,244,336.62**

Real Estate	9,076,362.90
Personal Property	167,973.72

Number of Parcels Assessed	3810
Valuation of Exempt Property (i.e. Town owned, State owned, non-profit charitable)	56,608,700
Valuation of Chapter Land Properties (i.e. Ch.61-Forestry, Ch.61A-Agriculture, Ch.61B-Recreation)	1,376,976
Average Assessed Value of Single Family Residence	183,700
FY 2004 Real Estate and Personal Property Abatements	10,423.34

FY 2004 Real Estate Exemptions	23,137.50
Motor Vehicle Excise Commitments	
January 2003 thru December 2003	964,022.51
Number of Motor Vehicles Assessed	9929
FY 2003 Boat Excise Commitment	3382.00

Respectfully submitted,
John A Blatchford, Jr., Chairman,
James J. Sughrue, Jr., Scott Meizen

Finance Committee

The statutory authority of the Finance Committee lies in Massachusetts General Laws Chapter 39, Section 16. Our Committee has the responsibility of recommending to Douglas voters at Town Meeting disposition of articles presented on the Warrant.

Perspective on Information

Finance Committee recommendations cannot be made without information. Budgetary responsibility and oversight are entrusted to Department heads and Elected officials. We attempt to get timely and accurate facts from all Town Departments that clarify the Town's use of financial resources. We rely on reports generated by all financial departments within the Town to confirm the availability of revenue as well as the expenditure of that revenue. The Committee also requests copies of available reports that substantiate all of the above information. The operations of Town Government are all tracked by this trail of information.

The processes under which Towns operate are designed to have checks and balances. Some of these are based upon Laws, regulations and rules of the Federal and State government; others are through Town by-laws and policies. Consistent adherence to these procedures provides a sense of confidence that the Town's resources, your tax dollars, are well guarded and used appropriately.

We, as your Finance Committee, are committed to studying these details in order to bring you the most appropriate recommendations for our Town.

Year in Review

The Annual Town Meeting funded the entire budget, excluding the Water/Sewer Enterprise, at $17,147,067. The expected continuing revenues to fund this budget are $17,161,233 including a two-year balance of over $800,000 from Free Cash.

Additional Special Town Meetings were held to increase the borrowing by $1,200,000 for the reconstruction of the Sewer Plant in November. In January, a Special Town Meeting approved funding an article for $800,000 after the Selectmen voted to exercise the Town's right to purchase land on Northwest Main Street that was previously listed under Chapter 61. The plan to sell parcels to partially recoup this amount is moving forward after a single low offer was refused.

The New School Project continued and opened on time for the school year. As of the end of Fiscal 2004 the project remains incomplete with no end date projected. At last report, a small amount of funds (over $300,000) was unused and hopefully the School Building Committee and the School Committee sees fit to finalize the project without use of this remaining amount. The Town expects reimbursement for this project through the SBAB to begin sometime in 2006. This date is earlier than previously assumed; generated by a desire of our State leaders to reduce the large back-log of projects approved for reimbursement. (Douglas had been 123rd on a list that was being reduced by about 10 projects per year.)

The Town culminated a successful search for a new Executive Administrator in January. Michael Guzinski began his employment in March during the final weeks of preparation for the 2005 Annual Town Meeting. In spite of this timing, the Annual Town Meeting was well received and displayed an accord not seen for a few years. We look forward to a cordial and professional working relationship with the new Administrator.

Reserve Fund

Date	Request	Department	Disapproved	Approved	Balance
					$25,000.00
2/9/2004	$6,000.00	Fire Dept. expense		$6,000.00	$19,000.00
4/12/2004	$399.41	Liability Insurance		$399.41	$18,600.59
6/17/2004	$3,131.50	Tax Title		$3,131.50	$15,469.09
6/17/2004	$434.70	Tax Taking		$434.70	$15,034.39
6/22/2004	$1,500.00	Treasurer/expense		$1,500.00	$13,534.39
6/24/2004	$5,000.00	Town Counsel		$5,000.00	$8,534.39
6/24/2004	$335.70	Board of Health		$335.70	$8,198.69
			Total approved	**$16,821.31**	
		Returned to General Fund-			**$8,198.69**

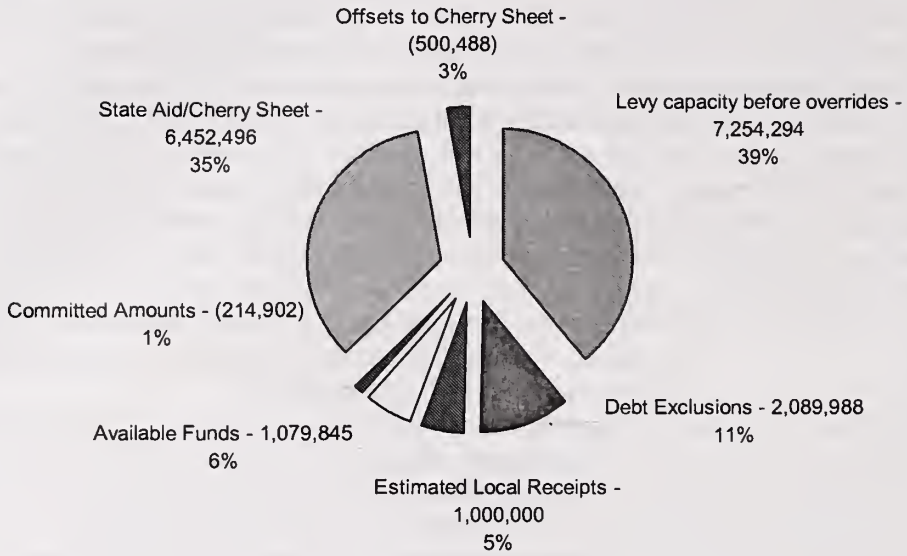
FY05 Budget Process

Beginning in September of 2003, preliminary dates were identified by the Finance Committee, Town Accountant and Board of Selectmen to ensure a more successful budget process. The early start, along with continued tracking, kept most activities on

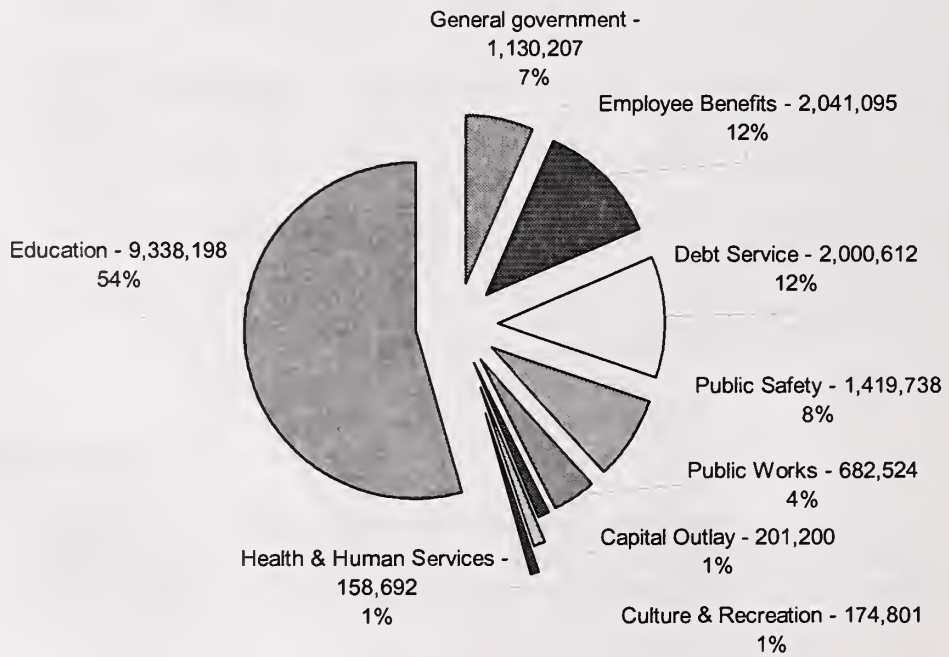
schedule. Budget reviews were held with a majority of Town Departments. The finalization of negotiated contracts with union personnel gave the Town information needed for budgetary decisions. State Cherry Sheet estimates were provided to the Town earlier than FY03. The cooperative understanding between the School Committee, Board of Selectmen and Finance Committee relating to available funds resulted in the reduction of the General Government and School budget requests and balanced the revenues and expenditures for the upcoming fiscal year. Of continuing concern, is the use of 'one-time revenues' to balance the Town's budget. We are confident that the new Administrator will work with all parties to develop Financial Policies that should provide continued stability to Douglas finances.

Respectfully submitted,
Pamela Holmes, Chairman
William Krauss, Vice-chairman
Gary Bolen, Secretary
Paula Brouillette
Gene Morin
Joel Smith
Jerome Kocur
Thomas Navaroli
(open position)

FY04 REVENUES - $17,161,233



FY04 APPROPRIATIONS - $17,147,067



Capital Improvement

The Capital Improvement Committee is responsible for long-term planning of capital items for the town of Douglas. Capital items include most expenses for tangible items over $10,000, including everything from vehicles to new building construction. We gather project requests from all town departments and prepare a priority ranking of projects for funding. Our final five year Capital Improvement Plan is presented each year to Town Meeting for approval.

Ongoing financial constraints have caused an extreme reduction in the town's ability to fund capital projects. Several projects were postponed, including those already delayed from prior years. Important projects not currently funded include refurbishment of the Fire Department's ladder truck, replacing outdated accounting software, and stabilization of the Martin Road recreation area. The Capital Improvement Committee is concerned that ongoing funding issues may soon affect the care of buildings and equipment, leading to more expensive emergency repairs in the near future.

The primary Capital project approved for Fiscal Year 2005 is funding for a Municipal Facilities Master Plan. As our population grows, our municipal needs grow. Our current Municipal Center houses municipal offices, the Police Department, and early education school space, all in a building built as a high school fifty years ago. The needs of all three are growing, with new construction and/or renovation of existing buildings an inevitability. The Municipal Center itself is in desperate need of new HVAC and electrical equipment, but without the knowledge of future use of the building we cannot justify upgrades for only the current use. The Municipal Facilities Master Plan will bring the relevant departments together to develop a long-term use plan, which will then drive capital projects appropriate for the town's future. This plan will be managed by in-house staff, with the funding available for outside expertise when needed.

A major capital project under consideration for FY2005 is the renovation and expansion of the Simon Fairfield Public Library. Large projects like this are always funded as debt exclusions under proposition 2-1/2, thus aren't directly limited by in-budget funding constraints. Regulations require this project be voted by the town during the next year to be eligible for state funding assistance. The Capital Improvement Committee will continue meeting with the Library Board of Trustees, Library Building Committee, Board of Selectmen and Finance Committee as the year goes on to prepare for a likely Town Meeting vote on the project.

Respectfully submitted,
Mitch Cohen, Chair
Terri Feuersanger, Vice-Chair and Secretary
Paula Brouillette, Glenn Gilbert, Shirley Mosczynski, Robert Saster,
Betty Therrien, Kent Vinson

Police Department

508-476-3333

"We will never forget them"
September 11, 2001

Eleven full-time officers, to include the Chief of Police, a Lieutenant, two Sergeants and seven patrol officers, as well as, nine part-time/reserve officers staff the Douglas Police Department. Also, included within the Douglas Police Department is our public safety communication staff, which includes an administrative secretary/dispatcher, three full-time dispatchers and nine part-time dispatchers. They are responsible for handling all Police, Fire and EMS emergencies and non-emergency calls, as well as, dealing with the public at large on a daily basis.

During this past year the Police Department handled 9727 calls for services, which included 297 arrests. A breakdown of some of these arrests showed that fifty-nine were for operating under the influence (OUI), of which eleven were for second offenses, four were for third offenses, one for a sixth offense and two were for operating under the influence of drugs. There was only one OUI arrest as a result of a motor vehicle accidents. Also, the Department arrested eleven individuals for other alcohol-related offenses.

In addition to alcohol related offenses, there has been an increase in narcotic related activity over the past few years, which has required the Department to take an aggressive approach to address this problem. The Department joined forces with and became a member of the Blackstone Valley Drug Task Force to deal with this issue. During the year 27 individuals were arrested for various drug/narcotic violations. Some of the offenses were distribution of cocaine and marijuana, possession with the intent to distribute cocaine and distribution of narcotics within a school zone.

This past year there were 43 arrests for assaults both simple and aggravated, of which 27 were related to domestic violence. There were a total of 61 restraining orders served by this Department.

Another area of concern is motor vehicle violations and accidents, which the Department continues to address both aggressively and proactively by using various resources to enforce motor vehicle laws. This past year the Department investigated 129 motor vehicle accidents, which is a decrease from last year when the Department investigated 137 accidents. There were forty-four individuals injured in the 129 accidents, which included one fatality. Like last year, the majority of the motor vehicle accidents occurred on Thursday, Friday and Saturday, between the hours of 7am and 9pm. Fifty-two percent were single vehicle accidents, 53% occurred during clear and dry conditions, 62% occurred during daylight hours and only 60% were wearing their seatbelts. Main Street had the most accidents with 26, followed by Southwest Main Street and Webster Street both with ten crashes.

With regards to motor vehicle offenses, speeding violations are still the number one violation in the Town, 56% of the 2454 citations issued were for speeding and the average speed was 15 MPH over the speed limit.

On a more positive note, the Department continues to actively seek grants, to obtain various resources and equipment. This year the Department received a Community Policing Grant in the amount of $12,000.00 and another $3200.00 grant from the Governor's Highway Safety Program. The Department also purchased bulletproof vests with a $6800.00 grant, which will be reimbursed equally by the Department of Justice and the Executive Office of Public Safety.

Our school safety programs, Officer Phil and D.A.R.E. (Drug Enforcement Resistance Education), continue to provide positive, proactive activities for our students, giving them the needed resources and skills to avoid danger and drug use. This is our ninth year for D.A.R.E., which continues to bring standing room crowds to the program graduation ceremony in support of the students. This year a special guest speaker, former New England Patriot Steve DeOssie addressed to D.A.R.E. graduates.

As we begin another year, on behalf of all the officers and dispatchers, I wish to thank the citizens and business community for your strong support of the Douglas Police Department. The Department will continue to provide professional and dedicated services to the Town and citizens of Douglas.

Respectfully submitted,
Patrick T. Foley, Chief of Police

Offense Listing
07/01/2003 - 06/30/2004

Offenses (State Law) By Month (IBR Grouped)

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOTALS
IBR: **KIDNAPPING / ABDUCTION**													
ENTICING CHILD UNDER 16	0	0	0	1	0	0	0	0	0	0	0	0	1
TOTALS FOR IBR CODE: 100	0	0	0	1	0	0	0	0	0	0	0	0	1
IBR: **FORCIBLE RAPE**													
RAPE	0	0	0	0	0	1	0	0	0	0	0	0	1
RAPE OF CHILD, STATUTORY	0	0	0	0	0	0	0	0	1	0	0	0	1
TOTALS FOR IBR CODE: 11A	0	0	0	0	0	1	0	0	1	0	0	0	2
IBR: **FORCIBLE SODOMY**													
RAPE OF CHILD	0	0	0	0	0	0	0	0	2	0	0	0	2
TOTALS FOR IBR CODE: 11B	0	0	0	0	0	0	0	0	2	0	0	0	2
IBR: **FORCIBLE FONDLING**													
INDECENT A&B ON CHILD UNDER 14	0	0	1	0	0	0	0	0	3	2	0	0	6
INDECENT A&B ON PERSON 14 OR O	0	0	0	0	0	2	0	0	0	0	0	0	2
TOTALS FOR IBR CODE: 11D	0	0	1	0	0	2	0	0	3	2	0	0	8
IBR: **AGGRAVATED ASSAULT**													
A&B	0	0	0	0	0	1	0	0	0	0	0	0	1
A&B WITH DANGEROUS WEAPON	0	0	0	0	0	0	1	0	0	0	1	0	2
A&B WITH DANGEROUS WEAPON SHOD	0	0	0	0	0	0	0	0	0	0	0	1	1
A&B WITH DANGEROUS WEAPON TO W	0	0	0	0	0	0	0	0	0	0	0	1	1
A&B WITH DANGEROUS WEAPON TO W	0	0	0	0	0	0	0	0	0	0	0	1	1
ASSAULT W/DANGEROUS WEAPON	0	0	0	0	0	0	0	1	0	0	0	0	1
TOTALS FOR IBR CODE: 13A	0	0	0	0	0	1	1	1	0	0	1	3	7
IBR: **SIMPLE ASSAULT**													
ASSAULT	0	0	1	1	0	0	0	0	2	0	0	0	4
A&B	1	1	2	1	0	0	0	0	0	0	0	0	5
A&B DOMESTIC	0	0	0	1	0	0	0	0	0	0	0	0	1
ASSAULT & BATTERY (DOMESTIC)	0	0	0	0	1	0	0	0	0	0	0	0	1
A&B	0	0	0	0	1	1	1	3	4	3	1	2	16
A&B (DOMESTIC)	0	0	0	0	0	0	0	0	0	0	1	0	1

Offense Listing
07/01/2003 - 06/30/2004

A&B DOMESTIC ABUSE	0	0	0	0	0	0	0	0	0	0	1	0	1
ASSAULT & BATTERY (DOMESTIC)	0	0	0	0	0	0	0	0	0	1	0	0	1
ASSAULT AND BATTERY (DOMESTIC)	0	0	0	0	0	0	0	0	0	1	0	1	2
DOMESTIC A&B	0	0	0	0	0	0	0	0	2	0	0	1	3
A&B	1	0	0	0	0	0	0	0	0	0	0	0	1
A&B ON POLICE OFFICER	0	0	0	0	0	0	2	0	1	0	0	1	4
RESIST ARREST	0	0	0	0	0	0	1	0	0	0	0	1	2
RESISTTING ARREST	0	0	0	0	0	0	0	0	1	0	0	0	1
TOTALS FOR IBR CODE: 13B	2	1	3	3	2	1	4	3	10	5	3	6	43
IBR: **INTIMIDATION**													
WITNESS, INTIMIDATE	0	0	1	0	0	1	0	0	1	0	0	1	4
TELEPHONE CALLS, ANNOYING	0	0	0	0	0	1	0	0	0	0	0	0	1
THREAT TO COMMIT CRIME	0	1	0	0	0	0	1	0	0	0	0	0	2
THREAT TO COMMIT CRIME - MURDE	0	0	0	0	0	0	0	0	1	0	0	0	1
TOTALS FOR IBR CODE: 13C	0	1	1	0	0	2	1	0	2	0	0	1	8
IBR: **BURGLARY / BREAKING AND ENTERI**													
BURGLARY, UNARMED	1	0	0	0	0	0	0	0	0	0	0	0	1
B&E NIGHTTIME FOR FELONY	0	0	0	3	0	0	0	0	1	1	1	0	6
B&E FOR MISDEMEANOR	0	0	0	0	0	0	2	1	0	1	0	0	4
B&E DAYTIME FOR FELONY	0	1	1	0	0	1	1	0	0	1	0	0	5
TOTALS FOR IBR CODE: 220	1	1	1	3	0	1	3	1	1	3	1	0	16
IBR: **THEFT FROM BUILDING**													
LARCENY FROM BUILDING	0	0	0	0	0	0	0	0	1	0	0	1	2
TOOLS, LARCENY OF CONSTRUCTION	1	0	0	0	0	0	0	0	0	0	0	0	1
LARCENY OVER $250	0	0	0	0	1	0	0	0	0	0	0	0	1
LARCENY OVER $250	0	0	0	0	0	0	0	1	1	0	0	0	2
TOTALS FOR IBR CODE: 23D	1	0	0	0	1	0	0	1	2	0	0	1	6
IBR: **THEFT OF MOTOR VEHICLE PARTS O**													
THEFT OF MOTOR VEHICLE PARTS O	0	1	0	0	0	0	0	0	0	0	0	0	1
TOTALS FOR IBR CODE: 23G	0	1	0	0	0	0	0	0	0	0	0	0	1
IBR: **ALL OTHER LARCENY**													
LARCENY OVER $250	0	3	1	1	0	0	0	0	0	0	0	0	5
LARCENY UNDER $250	1	0	1	1	0	0	0	0	0	0	0	0	3
FIREARM, LARCENY OF	0	0	0	0	0	0	0	0	0	1	0	0	1

Offense Listing
07/01/2003 - 06/30/2004

LARCENY OVER $250	1	0	0	0	1	0	1	1	1	1	0	0	6
LARCENY UNDER $250	0	0	0	0	0	1	2	0	1	2	2	0	8
TOTALS FOR IBR CODE: 23H	2	3	2	2	1	1	3	1	2	4	2	0	23
IBR: **MOTOR VEHICLE THEFT**													
MOTOR VEHICLE THEFT	0	1	0	0	0	0	0	0	0	0	0	0	1
MOTOR VEH, LARCENY OF	0	1	0	0	0	0	0	0	0	0	0	0	1
USE MV WITHOUT AUTHORITY	1	0	0	0	0	0	0	0	0	0	0	0	1
TOTALS FOR IBR CODE: 240	1	2	0	0	0	0	0	0	0	0	0	0	3
IBR: **COUNTERFEITING / FORGERY**													
FORGERY OF CHECK	1	0	0	0	0	0	0	0	0	0	0	0	1
UTTER FALSE CHECK	1	0	0	0	0	0	0	0	0	1	0	0	2
TOTALS FOR IBR CODE: 250	2	0	0	0	0	0	0	0	0	1	0	0	3
IBR: **STOLEN PROPERTY OFFENSES**													
MOTOR VEH, RECEIVE STOLEN	0	0	0	0	0	0	0	0	0	0	1	0	1
TOTALS FOR IBR CODE: 280	0	0	0	0	0	0	0	0	0	0	1	0	1
IBR: **DESTRUCTION / DAMAGE / VANDALI**													
DESTRUCTION / DAMAGE / VANDALI	0	0	0	0	0	0	0	0	0	0	1	1	2
VANDALIZE PROPERTY	0	0	0	0	0	2	0	0	0	0	0	0	2
TAGGING PROPERTY	0	0	0	0	0	0	0	1	0	0	0	0	1
DESTRUCTION OF PROPERTY +$250,	2	0	0	1	0	0	1	1	0	2	1	1	9
DESTRUCTION OF PROPERTY -$250,	1	1	0	2	0	0	0	0	1	0	0	1	6
DESTRUCTION OF PROPERTY -$250,	0	1	0	0	0	0	0	0	0	0	0	0	1
MOTOR VEH, MALICIOUS DAMAGE TO	0	0	0	0	0	0	1	0	0	0	0	0	1
TOTALS FOR IBR CODE: 290	3	2	0	3	0	2	2	2	1	2	2	3	22
IBR: **DRUG / NARCOTIC VIOLATIONS**													
DRUG, DISTRIBUTE CLASS B	1	2	0	0	0	0	0	0	0	0	0	0	3
DRUG, POSSESS TO DISTRIB CLASS	1	1	0	0	0	0	0	0	0	0	0	0	2
DRUG, DISTRIBUTE CLASS D	3	0	0	0	0	0	0	0	0	1	0	0	4
DRUG VIOLATION NEAR SCHOOL/PAR	2	0	0	0	0	0	0	0	0	0	0	0	2
DRUG, POSSESS CLASS B	0	0	0	0	0	1	0	0	1	0	0	0	2
DRUG, POSSESS CLASS C	0	0	0	0	0	0	0	0	0	0	1	0	1
DRUG, POSSESS CLASS D	3	0	1	2	2	1	0	0	2	1	2	1	15
DRUG, POSSESS CLASS D, SUBSQ.O	1	0	0	0	0	0	0	3	1	1	0	0	6

Offense Listing
07/01/2003 - 06/30/2004

TOTALS FOR IBR CODE: 35A	11	3	1	2	2	2	0	3	4	3	3	1	35
IBR: **STATUTORY RAPE**													
RAPE OF CHILD, STATUTORY	0	0	1	0	0	0	0	0	0	0	0	0	1
TOTALS FOR IBR CODE: 36B	0	0	1	0	0	0	0	0	0	0	0	0	1
IBR: **WEAPON LAW VIOLATIONS**													
FIREARM ID CARD EXPIRED, POSSE	0	0	0	0	0	0	0	0	0	2	0	0	2
FIREARM ID CARD EXPIRED, POSSE	0	0	0	0	0	0	0	0	0	3	0	0	3
DANGEROUS WEAPON, CARRY	0	0	0	0	0	0	1	0	0	0	0	0	1
UNLAWFUL TRANSFER OF FIREARM S	0	0	0	0	0	0	0	0	0	1	0	0	1
FIREARM, INTOXICATED LICENSEE	0	0	0	1	0	0	0	0	0	0	0	0	1
TOTALS FOR IBR CODE: 520	0	0	0	1	0	0	1	0	0	6	0	0	8
IBR: **DISORDERLY CONDUCT**													
DISORDERLY CONDUCT	1	0	0	0	0	0	0	0	1	0	0	1	3
DISTURBING THE PEACE	2	0	2	0	0	0	0	0	0	1	1	1	7
TOTALS FOR IBR CODE: 90C	3	0	2	0	0	0	0	0	1	1	1	2	10
IBR: **DRIVING UNDER THE INFLUENCE**													
DRIVING UNDER THE INFLUENCE	0	0	0	1	0	0	0	0	0	0	0	0	1
OPERATING TO ENDANGER	0	0	0	0	0	0	0	1	0	0	0	0	1
OUI DRUGS	0	0	0	0	0	0	0	0	0	0	2	0	2
OUI DRUGS, 3RD OFFENSE	0	0	0	0	0	0	0	0	0	0	0	1	1
OUI LIQUOR	5	1	5	2	2	2	3	6	4	2	5	4	41
OUI LIQUOR, 2ND OFFENSE	0	0	1	1	0	0	0	1	2	1	3	2	11
OUI LIQUOR, 3RD OFFENSE	0	0	0	1	0	0	1	0	1	0	0	0	3
OUI LIQUOR, 6TH OFFENSE	0	0	0	1	0	0	0	0	0	0	0	0	1
TOTALS FOR IBR CODE: 90D	5	1	6	6	2	2	4	8	7	3	10	7	61
IBR: **DRUNKENNESS**													
ALL OTHER OFFENSES	0	0	0	0	0	0	0	0	0	0	0	1	1
DRUNKENNESS	5	3	1	0	1	7	1	3	0	1	7	1	30
DRUNKENNESS	0	0	0	0	0	0	0	1	0	0	0	1	2
PROTECTIVE CUSTODY	0	0	0	0	0	0	0	1	0	1	0	0	2
TOTALS FOR IBR CODE: 90E	5	3	1	0	1	7	1	5	0	2	7	3	35
IBR: **FAMILY OFFENSES, NONVIOLENT**													
FAMILY OFFENSES, NONVIOLENT	0	0	0	0	0	0	1	0	0	0	0	0	1

Offense Listing
07/01/2003 - 06/30/2004

TOTALS FOR IBR CODE: 90F	0	0	0	0	0	0	1	0	0	0	0	0	1
IBR: **LIQUOR LAW VIOLATIONS**													
LIQUOR TO PERSON UNDER 21, SEL	0	1	0	0	0	0	0	1	0	0	0	0	2
LIQUOR, PERSON UNDER 21 POSSES	0	3	1	1	0	0	0	1	0	1	0	0	7
LIQUOR, PERSON UNDER 21 POSSES	1	0	0	0	0	0	0	0	0	0	0	0	1
LIQUOR, PERSON UNDER 21 POSSES	0	0	0	0	0	0	0	0	0	1	0	0	1
ALCOHOL IN MV, POSSESS OPEN CO	0	0	0	2	0	0	0	1	0	0	1	1	5
TOTALS FOR IBR CODE: 90G	1	4	1	3	0	0	0	3	0	2	1	1	16
IBR: **RUNAWAY**													
RUNAWAY	0	0	0	0	0	0	0	0	0	0	1	0	1
TOTALS FOR IBR CODE: 90I	0	0	0	0	0	0	0	0	0	0	1	0	1
IBR: **TRESPASS OF REAL PROPERTY**													
TRESPASS	1	1	0	0	0	0	0	0	0	2	0	0	4
TOTALS FOR IBR CODE: 90J	1	1	0	0	0	0	0	0	0	2	0	0	4
IBR: **ALL OTHER OFFENSES**													
ALL OTHER OFFENSES	3	4	4	0	3	1	0	0	2	0	0	0	17
ALL OTHER OFFENSES (WARRANT)	0	0	0	0	0	0	0	1	0	0	0	0	1
W6225714/ WARRANT	0	0	0	0	0	0	0	0	1	0	0	0	1
WARRANT-NEW YORK STATE-PAROLE	0	0	0	0	0	0	0	0	0	0	0	1	1
WARRANT-W6090603	0	0	0	0	0	0	0	0	0	0	1	0	1
WARRANTS	0	0	0	0	0	0	0	1	0	0	0	0	1
ABUSE PREVENTION ORDER, VIOLAT	1	1	0	0	1	0	1	0	0	1	0	0	5
CRIME REPORT, FALSE	0	0	0	0	0	0	0	0	0	1	0	0	1
TRASH, LITTER	0	0	0	1	0	0	0	0	0	0	0	0	1
SCHOOL, DISTURB	0	0	1	0	0	0	0	0	0	0	0	0	1
NOISY & DISORDERLY HOUSE, KEEP	0	0	0	0	0	0	0	0	0	0	1	0	1
CONSPIRACY	0	0	0	0	0	0	0	0	0	1	0	0	1
FUGITIVE FROM JUSTICE ON COURT	0	0	0	0	0	0	0	0	0	0	0	2	2
(WARRANT) UNLICENSED OPERATION	0	0	0	0	0	0	0	0	0	0	1	0	1
CONSPIRACY TO VIOLATE DRUG LAW	1	0	0	0	0	0	0	0	0	0	0	0	1
TOTALS FOR IBR CODE: 90Z	5	5	5	1	4	1	1	2	3	3	3	3	36
IBR: **TRAFFIC, TOWN BY-LAW OFFENSES**													
WRONG WAY - ONE WAY STREET	0	0	0	0	0	0	0	0	1	0	0	0	1
PASSING VIOLATION(FAIL TO GIVE	0	0	0	0	0	0	0	0	0	1	0	0	1

Offense Listing
07/01/2003 - 06/30/2004

FAIL TO KEEP RIGHT	0	0	0	0	0	0	0	0	1	0	0	0	1
KEEP RIGHT ON HILL/OBSTRUCTED	0	0	1	0	0	0	0	0	0	0	0	0	1
LANE, CHANGE, UNSAFE	0	0	0	0	0	0	0	0	0	0	1	0	1
MARKED LANES VIOLATION	2	1	3	3	1	0	0	4	2	2	5	1	24
RIGHT LANE, FAIL DRIVE IN	1	0	0	0	0	0	0	0	1	0	0	0	2
STOP/YIELD, FAIL TO	0	0	0	1	0	0	2	1	0	0	1	1	6
LICENSE RESTRICTION, OPERATE M	0	0	0	0	0	0	1	0	0	0	0	0	1
UNLICENSED OPERATION OF MV	0	1	1	0	0	0	0	1	1	1	0	0	5
LICENSE NOT IN POSSESSION	0	1	0	0	0	0	0	0	0	1	0	0	2
SEAT BELT, FAIL WEAR	0	0	0	0	0	0	0	0	0	1	0	1	2
SPEEDING	2	3	1	1	2	1	1	2	2	2	4	1	22
SPEEDING GREATER THAN REASONAB	0	0	0	0	0	0	0	0	0	0	1	0	1
SPEEDING IN VIOL SPECIAL REGUL	0	0	0	0	0	0	0	1	0	0	0	0	1
INSPECTION/STICKER, NO	1	0	0	1	0	0	1	2	0	1	0	1	7
SAFETY STANDARDS, MV NOT MEETI	0	0	1	0	0	0	0	0	0	0	0	0	1
ATTACHING WRONG M.V. PLATES, K	0	0	0	0	0	0	0	0	1	0	0	0	1
LICENSE REVOKED AS HTO, OPERAT	0	1	0	0	0	0	0	0	0	0	0	0	1
LICENSE REVOKED FOR OUI, OPER	0	0	0	1	0	0	0	0	0	0	0	0	1
LICENSE REVOKED, OPERATE MOTOR	0	0	0	0	0	0	0	0	1	0	0	0	1
LICENSE REVOKED, OPERATE MV WI	0	0	0	0	0	0	0	0	0	0	1	0	1
LICENSE SUSPENDED FOR OUI, OPE	0	0	0	0	0	0	0	1	0	0	0	0	1
LICENSE SUSPENDED, OP MV WITH	0	2	0	1	1	2	3	2	0	0	1	0	12
LICENSE SUSPENDED, OP MV WITH,	0	0	0	0	0	0	0	1	0	0	1	0	2
NUMBER PLATE VIOLATION TO CONC	0	0	1	1	0	0	0	0	0	0	0	0	2
LEAVE SCENE OF PROPERTY DAMAGE	0	0	0	0	0	0	1	0	1	1	0	0	3
NEGLIGENT OPERATION OF MOTOR V	0	0	0	2	0	0	1	1	1	1	2	1	9
OPERATING TO ENDANGER	0	0	0	0	0	0	0	0	0	0	1	0	1
STOP FOR POLICE, FAIL	0	0	0	0	0	0	0	0	0	0	1	0	1
NAME/ADDRESS CHANGE, FL NOTIFY	0	0	1	0	0	0	0	0	0	1	1	0	3
UNINSURED MOTOR VEHICLE	0	0	1	1	0	0	0	0	1	0	0	0	3
UNINSURED MOTOR VEHICLE, KNOWN	0	0	0	0	0	0	0	0	1	0	0	0	1
UNINSURED MOTOR VEHICLE, OPERA	0	0	0	0	0	0	0	0	0	0	0	1	1
NUMBER PLATE VIOLATION	0	0	0	0	0	0	0	0	0	0	0	1	1
EQUIPMENT VIOLATION, MISCELLAN	0	1	0	0	0	0	0	0	0	0	0	0	1
LIGHTS VIOLATION, MV	0	1	0	0	0	0	1	0	0	0	0	0	2
MOTORCYCLE EQUIPMENT VIOLATION	0	0	0	0	0	0	0	0	0	0	1	0	1
UNREGISTERED MOTOR VEHICLE	0	0	1	1	0	0	0	0	0	0	0	1	3
UNREGISTERED MOTOR VEHICLE, KN	0	0	0	0	0	0	0	0	1	0	0	0	1
SNOW/REC VEH PUBLIC WAY, ON	0	0	1	0	0	0	0	0	0	0	0	0	1
TOTALS FOR IBR CODE: 99	6	11	12	13	4	3	11	16	15	12	21	9	133

Records Analysis Report
07/01/2003 - 06/30/2004

Primary Arresting Offense (IBR) By Month

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOTALS
KIDNAPPING / ABDUCTION				1									1
FORCIBLE RAPE							1			1			2
FORCIBLE SODOMY				1						1			2
FORCIBLE FONDLING						1				1			2
AGGRAVATED ASSAULT						1		1			1	1	4
SIMPLE ASSAULT	1	1	4	4	3	1	2	3	5	8	3	4	39
BURGLARY / BREAKING AND ENTERI			1							2			3
ALL OTHER LARCENY			1	1				1	1				4
COUNTERFEITING / FORGERY	1												1
CREDIT CARD / AUTOMATIC TELLER		1											1
DESTRUCTION / DAMAGE / VANDALI		1		5		2		1			4	1	14
DRUG / NARCOTIC VIOLATIONS	5	1		1	1	2		2	7	4	2	2	27
WEAPON LAW VIOLATIONS										1	1		2
DISORDERLY CONDUCT	1		4			1			1	1			8
DRIVING UNDER THE INFLUENCE	3	2	6	6	4	3	4	7	6	4	7	7	59
DRUNKENNESS	4	2	1		1	7	1	5		2	6	2	31
LIQUOR LAW VIOLATIONS		3		4				1		3			11
TRESPASS OF REAL PROPERTY		2											2
ALL OTHER OFFENSES	5	10	4	2	3	2		3	2	2	3	5	41
TRAFFIC, TOWN BY-LAW OFFENSES	5	4	3	1	3	2	5	5	4	4	5	2	43
TOTALS	25	27	24	26	15	22	13	29	26	34	32	24	297

Arrestee By Age / Race



Arrestee By Age / Sex



Arrestee By Age Group



Victim By Age / Sex



Victim By Age / Race



Victim By Age Group



Fire Department

508-476-2267

Department Members

Chief Donald P. Gonynor Deputy Chief Phil Brule Deputy Chief John Furno

Captains Ted Sochia & Peter Campo

LT. Kent Vinson

Firefighters

Robert Armaral
Paul Buma
Jonathan Cohen
Matthew Curtis
Adam Furno
David Furno
Sean Robar
Shane Simpson
Pauline Labrecque
Patrick Manning
Ernie Marks
David Mosley
Abe Rodas
David Deluca
Lucas Brundage
Corey Gonynor

Emergency Medical Technicians

Donald Gonynor
John Furno
Adam Furno
Patricia Furno
Pauline Labrecque
Kent Vinson
Patricia Rousseau
Abe Rodas
Meredith Mabey
Matthew Curtis
Peter Campo

Incidents:

Structure Fires	5
Vehicle Fires	6
Motor Vehicle Accidents	30
Mutual Aid	3
False Alarms	36
Hazardous Incidents	33
Investigations	25
EMS Assist	9
Outside Fires	28
Oil Burner Fires	12
Lockout	2
Search Lost Person	1
Life Flight Zone	1
Explosives Removal	1
Total Incidents	**192**

Total Fire Loss in Dollars

Structure	200,000.00
Vehicles Passenger	50,000.00
Vehicle Other	350,000.00
Contents Personal	125,000.00
Total Loss	**625,000.00**

Other Department Duties

Inspections	454
Business Inspections	76
Public Assist	45
Total Service Calls	**575**

Training Activities

The following fire department members successfully completed the *Mass Fire District Seven Recruit Class*. Sean Robar, Shane Simpson, Abe Rodas, and Matthew Curtis.

The following department members attended the *National Fire Academy* in Emittsburg Maryland. John Furno, Adam Furno, David Furno, and Pauline Labrecque.

Rapid Intervention Training Team: Lt. Kent Vinson, Deputy John Furno, Adam Furno, David Furno, David Mosley, Abraham Rodas, and Shane Simpson.

Pauline Labrecque successfully completed *Fire Officer I* at the Mass. Fire Academy.

Lt. Vinson successfully completed and certified himself as *Fire Instructor.*

Special Operations Training: Repelling and Confined Space, Sean Robar, Jonathan

Cohen and Pauline Labrecque.

General Department training is held twice per month and the following subjects are covered. SCBA, Search & Rescue, Ladders, Pumps, Vehicle Extrication, Vehicle Fires, First Aid & CPR, Haz-mat Training, and Ice Rescue. A total of 72 hours per year are set aside for department training.

Other Department Activities

The Douglas Fire Department is very fortunate to have the Firefighters Association as well as the Women's Auxiliary. These two organizations have worked very hard over the last several years to raise additional funds to purchase special equipment for the department. Some of their monies have gone to the following items:

Rescue Vehicle
Rescue Equipment
Rescue Sled
Jaws of Life
Thermal Imaging Camera
Accountability System
Uniforms
Exercise Equipment
Appliances for New Station

I extend my sincere thanks to all the members of these fine organizations and to the people who have supported all of our events.

I would like to extend my thanks to all of the department members for their outstanding dedication and commitment to this department. Over the passed few years the fire departments continue to serve their communities with diligence and professionalism. We are in a changing world with many tasks that lay ahead of us but we will continue to serve the residents of Douglas to the best of our ability.

I would also like to thank some very special people who have served the department for several years and have decided to retire from service. They are Raymond Nadeau and Linda Nadeau as well as Alberta Collins. These three individuals served as Emergency Medical Technicians for many years. They are the originals who formed the service to what it is today. The community owes a great deal of gratitude to these people. I along with the entire department extend our sincere thanks to you all. May you be blessed for your work and as always please stay safe.

Respectfully submitted;
Chief Donald P. Gonynor

Emergency Medical Services
Douglas Fire Department

The Douglas Fire Department Ambulance responded to 497 calls this 2003-2004 fiscal year.

EMT's:

Peter Campo	EMT-I
Matthew Curtis	EMT
Nadine Forsythe	EMT
Adam Furno	EMT
John Furno	EMT
Patti Furno	EMT
Chief Donald Gonynor	EMT
Pauline Labrecque	EMT-I
Meredith Mabey	EMT
Justin McCallum	EMT
Ray Nadeau	EMT
Sean Robar	EMT
Abraham Rodas	EMT
Patrice Rousseau	EMT
Kent Vinson	EMT-I

EMT's Training consisted of:

Basic Refresher Course (recertification)	24 hours
Intermediate Add-On Course	12 hours
Quality Assurance/Continuing Improvement	3 hours
Ice/Cold Water Emergencies	3 hours
Hazmat and Special Operations Review	3 hours
Cardiac Emergencies	3 hours
Protocol Review and Updates	3 hours
Prevention of Blood borne/Airborne Diseases/ SARS	3 hours
Emergency Vehicle Driver Training	6 hours
Total	**60 hours**

The Douglas Fire Department is working on advancing the service we provide to our community to an Intermediate Level of Advanced Life Support. We take pride in continuing our education to provide the best care to our community that our resources will allow.

Respectfully submitted,
Pauline Labrecque
Douglas Fire Department
EMS Coordinator

LEPC
Local Emergency Planning Committee

The Douglas Local Emergency Planning Committee consists of representatives from Municipal agencies and local businesses including the Douglas Fire Department, Douglas School Department, Douglas Department of Public Works, Douglas Police Department, Guilford of Maine, and ExxonMobile Pipeline Company. The committee completed training in Hazmat First Responder Operational and Incident Command Operations. The committee is currently working on a tabletop disaster drill to prepare in the event of an actual emergency.

A Community Emergency Response Team (CERT) is forming and will be under the direction of the LEPC and Civil Defense Director. The CERT program educates people about disaster preparedness for hazards that may impact their area and trains them in basic disaster response skills. CERT members will be trained to assist others following an event when professional responders are not immediately available.

No incidents to report involving any Hazmat situations that would require the LEPC.

Respectfully submitted,
Pauline Labrecque
LEPC Chairperson

S.A.F.E. Program
(Student Awareness of Fire Education)

I have to say that it was another successful year in the Public Fire and Life Safety Education Area of the Douglas Fire Department. Again, the year kicked off Fire Prevention Week with one of our fire safety videos on the cable channel and Douglas firefighters in the classrooms at the Elementary School and Early Childhood Center.

As with every year, key fire safety behaviors were taught to the third grade all year. There are 23 key behaviors taught in age and developmentally appropriate ways such as:

- Stop drop and role
- Making and practicing Home Escape Plans
- Smoke Detector Maintenance
- Kitchen Safety
- Ice water Safety
- Winter Safety
- Holiday Safety and More

The benefits include:
- Training children reduces anxiety levels so they are able to react to stressful situations
- Fire, School, Health and Police Department working together to help children survive.

This year the Douglas Fire Department along with the Department of Fire Services awarded our first ever Young Hero Award to Michael Crimmins of Douglas. Michael graduated the second year of the SAFE program here in Douglas and reacted to a fire at his home exactly how he learned in the program. No doubt his quick action and calm demeanor helped his family to escape injury and keep damage to a minimum. This example alone stands as solid proof that this program is worth the investment.

Respectfully submitted,
Lt. Kent F. Vinson
SAFE Coordinator
Douglas Fire Dept.

Building Department

508-476-4000 ext. 351

The Building Department is responsible for all building permits that are submitted including but not limited to electrical, plumbing, and gas. Along with processing and reviewing the permits, we perform all the necessary inspections to document that all work completed is in compliance with the Massachusetts State Building Code and all other applicable codes.

There are many different types of permits that are submitted to our department. They range from replacing windows in a house up to constructing a new school. Depending on the project, there are numerous departments and/or boards that may be required to review the submittal. Under the Massachusetts State Building Code, a building permit is required for any and all new construction, reconstruction, alterations, repairs, demolition, change of use, and change of occupancy in a building or structure.

Along with all the building aspects and permits, our department is responsible for zoning enforcement. Our role is to enforce the Town of Douglas Zoning Bylaws as well as all Special Permits and Variances with the conditions that may be granted by the Planning Board and/or Zoning Board of Appeals.

All of the departments and boards are continually working together to help clarify and simplify all the permitting processes. Although some processes may seem redundant and/or time consuming, they are necessary for the welfare and safety of the town.

With the town's continuing growth, more and more large projects are being submitted. As departments and boards, we are acting as a team to meet with the applicants in the preliminary stages of the project, to address possible concerns that may arise during the permitting processes. This helps alleviate delays once the project is in motion. However, preliminary review is not just beneficial for larger projects. We invite anybody planning a project to come in to our offices during the planning stages of their project and we will walk them through the necessary processes.

This past year was a very busy and challenging year. The new High School, while some areas were still under construction, opened for school in September. While work continued around staff and students all the fire and life safety systems throughout the entire building were in place and in full operation. A final Occupancy Permit was issued and all areas of the school inspected and signed off.

We have also seen an increase in the number of permits compared to last year. The revenue brought in through the Building Department increased significantly. This was due to the number of permits but also the restructuring of the "fee schedule".

I would personally like to thank all our part time and full time inspectors and staff for working diligently to keep up with all the incoming inspections and work load. Being a small department with mostly part time inspectors, along with the continued growth of Douglas, it is a challenge to maintain consistency.

We look forward to being here and helping you through any project and process you may need.

Building Permits for FY04

Houses	71
Gas	40
Electrical	157
Plumbing	68
Barns	10
Garages	30
Miscellaneous Buildings	29
Industrial/Commercial/Municipal	6
Additions/Alternations	126
Pools	29
Demolition	8
Chimneys/Stoves/Fireplaces	17
Signs	7
Fences	15
Fees collected	$85,805.73

Respectfully submitted;
Adelle Reynolds
Building Commissioner

Animal Control

508-865-1354

The year 2003 was a busy year for Animal Control. In the year 2003 Douglas had a total of 966 licensed dogs.

Barking complaints and loose dog complaints remain high. Douglas does have a 24-hour restraint law. All dog owners are required to keep their dogs on their own property and when walking them do so on a leash.

While it is understandable, from time to time accidents do happen and dogs do escape, these occasions do not occur daily. If a dog is running loose daily there is a problem with the method of confinement. We would like to request that you please confine your dogs to your yard and on a leash when not in your own yard.

For those of you who walk your dog you are responsible for you're dog and for cleaning up after them. It takes but a moment to do this and could save a friendly neighbor relation from ruin.

Dogs' barking excessively seems to be on the rise this year. Remember it is considered disturbing the peace to allow your dog to carry on barking. Some dogs bark out of boredom or for others reasons. Please provide them with shelter {a dog house} and fresh water while tied. This is a state law, not to mention being a responsible pet owner and a good neighbor.

We seem to be receiving many calls about wildlife. Wildlife does travel frequently across yards. It is a natural occurrence and while it is quite reasonable to be cautious of wildlife, their mere presence in the yard does not pose a threat. All you need to do is allow them to travel on their way and remain at a safe and responsible distance. While we do not round up wildlife we will advise you as to more permanent options to keep them out of your yard.

Please remember that dogs who wear a current license get home much quicker then those without. Please attach your current license and rabies tag to your dogs' collar. Should they escape we can notify you.

If you have any questions regarding animal control issues, please contact us at 508-865-1354. If we are responding to another call or are on the road an answering machine will pick up. The machine is on 24 hours a day 7 days a week. We will respond to your problem or questions as soon as humanly possible.

Log records

Emergency after hours:	24
Barking complaints:	45
Loose dog:	86
Lost pets reported:	92
Livestock and fowl problems:	14
Impounded dogs:	35
General questions:	97
Stray dogs impounded:	42
Wildlife disposed of:	16
Vicious or dangerous dogs:	19
Cruelty and neglect cases:	14
Cat problems:	25
Dog adoptions:	7
Licensing:	22
Total calls:	**519**

Respectfully submitted;
Jay O'Connor
Town of Douglas
Special Police Officer / Animal Control Officer

Board of Health

508-476-4000 ext. 352

The members of the Douglas Board of Health are pleased to submit the following report for the period from July 1, 2003 to June 30, 2004:

The Board of Health meets the first Monday of each month at 6:00 PM in the Board of Health office located in the Municipal Center.

The Board of Health performed the following:

Title 5 soils testing witnessed:	114
Permits issued for new or repaired septic systems:	71
Well installation permits:	68
Certificates of Compliance issued:	54
In-ground swimming pool permits issued:	13
Food Code inspections (includes re-inspections):	39
Article II – Housing inspections:	8
General complaints investigated:	19
Title 5 variance hearings held:	4

The Board of Health does not perform Title 5 inspections for the resale of a home. These inspections are done by State Certified Inspectors.

All public and semi-public bathing beaches were tested on a weekly basis for e-coli. Commercial in-ground public and semi-public swimming pools are inspected yearly prior to the issuance of a permit. All children's overnight camps and recreational camps are inspected prior to opening and the issuance of a permit.

The monitoring wells at the Transfer Station continue to be tested twice a year. All results are kept on file in the Board of Health office and at the Worcester office of the Department of Environmental Protection.

The Board of Health, with help from the Highway Department, continues to place mosquito pellets in Town culverts to control the growth of the mosquito population.

The Board of Health places public service announcements on the local cable station advising residents on better ways to protect themselves from tick and mosquito bites. This information can be found during the spring and summer months or can be obtained by called the Board of Health office.

The Board of Health issued yearly permits for Food Service, Retail Food, Commercial Swimming Pools, Massage Therapy, Campgrounds, Recreational Children's Camps, Funeral Director, Resale of Milk/Cream, Garbage Handlers, Septage Handlers and Disposal Works Installers.

The Board of Health held an automotive tire collection day on May 8, 2004 with over 800 tires being collected.

All Food Service and Retail Food establishments are inspected twice a year. The Board of Health Agent conducts re-inspections to make sure that any violations have been corrected. The Food Inspector also conducts routine inspections of the school cafeterias.

Respectfully submitted,
Donald W. Nelson, Chairman
David McCallum Vice-Chairman
Joseph A. Yacino, Agent
Robert Brazeau
Justin Lapham

Public Health Nurse
508-476-4000 Ext. 111

The following is the report for the Public Health Nurse for the period July 1, 2003 to June 30, 2004:

The role of the Public Health Nurse is to protect and improve the health of the entire population of the Town through prevention and control of communicable disease, injury and disability prevention and promotion of health and healthy behavior.

Wellness clinics including blood pressure monitoring are held on the second Thursday of

each month at the Douglas Senior Center from 1:00 PM to 3:00 PM and on the fourth Thursday of each month at Riddlebrook Apartments on West Street. All clinics are open to the public at no charge and no appointment is necessary. Residents may also come to the Board of Health office whenever the nurse is available.

Home visits are provided as needed to residents.

A flu immunization clinic was held on October 23, 2003 with approximately 220 doses given.

This past year I have served on the Executive Committee of the Massachusetts Department of Public Health Emergency Preparedness Region 2, which is comprised of 74 communities in the Central Massachusetts area. By attending meetings and conferences this coalition is working together to enhance the regions capacity to respond to public health threats and emergencies including a bio-terrorist event or outbreak of an infectious disease. The Board of Health and I are currently working on an emergency medical plan specifically for the Town of Douglas.

Respectfully submitted,
Cheryl A. Rawinski, RN
Public Health Nurse

Douglas Animal Inspector

The following is my annual report as Animal Inspector for the Town of Douglas.

I have investigated and performed follow up work for seven (7) dog bites.

I removed many dead wild animals from the roads of Town and I assisted owners in catching their loose farm animals.

I have inspected the following:

Horses	209
Cattle	22
Sheep	15
Goats	24
Llamas	2
Swine	20
Poultry	40

I found most all of the above to be in good condition. I continue to work on a few problems that exist.

Respectfully submitted,
Richard Downs
Animal Inspector

Transfer Station
508-476-3742

The following is the Transfer Station report for the period July 1, 2003 to June 30, 2004.

The daily operation of the Transfer Station and Recycling Center is under the direction of the Board of Health. Permits continue to be sold twice a year (March 1st and September 1st).

The Transfer Station is open to all residents of the Town by permitted use. The site accepts household trash, some bulky items, certain white goods and recycled items. The site is located on Riedell Road and is open Tuesdays, Thursdays and Saturdays from 7:30 AM to 4:00 PM. If a holiday falls on the normal day of operation, the site will be closed and will be open the following day.

The site also collects TV's, computer monitors, air-conditioners, auto batteries and propane tanks. The Board of Health seeks each year to have the ability to accept more items that were not accepted in the past.

The Board of Health continues to report total tonnage and recycling figures to the Department of Environmental Protection. The tonnage figures for the period from July 1, 2003 to June 30, 2004 are as follows:

Total solid waste:	1,903 tons
Recycling:	
Metal	94 tons
Paper	172 tons
Plastic	15 tons
Glass	25 tons
Tin	7 tons
Electronics	14 tons
Textiles	5 tons

Residents are urged to continue to recycle.

Respectfully submitted,
Donald W. Nelson
Chairman for the
Board of Health

Highway Department
508-476-3378

A lot was accomplished by the Highway Department during the last fiscal year, even though our personnel budget was cut, making it necessary to operate with one less employee. With state funding of $181,435.00 in addition to our own budget, we were able to pave Northwest Main Street from Oak Street to the Sutton town line (approximately 9,500 feet) and two sections of Southwest Main Street.

In an effort to prolong the life of winter damaged streets, we spent $24,000 to crack-seal Davis Street and Northeast Main Street.

Faded lines were repainted on various streets and thermo-plastic crosswalks were done on Main Street. These are supposed to have a longer life and higher visibility.

119 sidewalk sections in the downtown area have been marked for removal and replacement. $2,000 is allotted each year for sidewalk repairs; this will be an on-going yearly project, since each section costs approximately $30.00 to replace.

The winter proved to be less costly than the previous one. Approximately $112,500 was spent on snow & ice control, with $35,208.59 reimbursed from the Federal Emergency Management Agency for the December 6th snowstorm. This cost included contracted plowers, as well as all sand and salt and a new plow.

Additionally, the highway employees cleared brush, repaired bridges, mowed grass on the Town common and squares and improved drainage in various parts of the town. We continue to assist the Water/Sewer Department, School Department, Recreation and various municipal offices when requested.

Respectfully submitted,
Edward A. Therrien
Highway Superintendent

Highway Expenditure Activity Report

ACCOUNT	BUDGET	EXPENDED	ENCUMBERED	REIMBURSED	UNEXPENDED
Signs	$6,000.00	$6,000.00			$0.00
Dump Trucks	$35,610.00	$35,606.28			$3.72
Oiling	$32,000.00	$17,635.69	$14,364.31		$0.00
Railings	$1,030.00	$904.55			$125.45
Bridges	$6,000.00	$5,929.25			$70.75
Sidewalks	$2,000.00	$1,977.50			$22.50
Machinery	$51,800.00	$48,243.85	$1,800.00		$1,756.15
Improvements	$44,000.00	$25,744.52	$16,985.84		$1,269.64
General	$57,200.00	$55,804.22			$1,395.78

ACCOUNT	BUDGET	EXPENDED	ENCUMBERED	REIMBURSED	UNEXPENDED
Snow & Ice	$84,535.00	$112,515.35		$35,208.59	offset by reimb.
Salaries	$358,459.00	$337,267.71			$21,191.29
Crack-Sealing	$24,000.00	$24,000.00			$0.00
					$25,835.28

The above is a report of the Highway Department expenditures for FY04. The over-expenditure of $27,980.35 for Snow & Ice Control was offset by a reimbursement from MEMA for $35,208.59, thus making it a very good winter in terms of expenses. Since we are operating with one less employee, we had unspent personnel monies. We requested a transfer of $11,000 of these funds and an additional $13,000 from our Finance Committee to do crack-sealing on various streets. This is a preventative procedure to prolong the life of our streets. We were able to do Davis Street and Northeast Main Street with the $24,000 allotted for this project. State funding for FY04 came to a little over $181,000. With our oiling and improvement accounts, we were able to pave N. W. Main Street (from Oak Street to the Sutton line) and 2 sections of S. W. Main Street near the Thompson line. Our improvement account was also used for repainting lines on various streets and putting in thermo-plastic crosswalks on Main Street, which should last about 3 times as long as regular crosswalks and are more visible at night. The sidewalks in the downtown area are in need of replacing. We have marked approximately 119 sidewalk sections that are safety concerns and have started to replace as many as funding will allow. As always, we continue to assist other departments, particularly the Water/Sewer Department, School Department and Recreation, as well as other municipal offices.

Water / Sewer Department

508-476-2400

The Division earned $215,199.04 in water usage. $166,685.36 in sewer usage, $119,142.54 in Water System Service Charges, $46,954.41 in WWTF Design Charges, $20,000 in Water Development Fees, $462.85 in Water Repair Account, $2,311.80 in Sewer Assessments, $5,230.54 in Water/Sewer Interest, and $1,880.00 in Water/Sewer Demand Charges. This comes to a total of $ 577,866.54

Water Division

The Division pumped 108,785,500 gallons of water this past fiscal year. Fire hydrants were flushed in October. All cross connection devices were tested as required by the DEP. The Rt. 16 water main project was completed last fall, and the final paving was done in the spring. The Church Street and the Franklin Street Tanks were inspected and cleaned in May. The entire distribution system had a leak detection survey preformed.

New Services: 4
Water main leaks: 2
New Hydrants: 4
Meter Changes: 35
Backflow Devices Tested: 48

Renewed Services: 3
Service Leaks: 12
Hydrants Repaired: 7
Lg. Meter Tested: 9

Waste Water Division

The Division processed 68,169,000 gallons /187,000 per day on average, of waste water. The plant maintained a removal rate of 96% for BOD'S, and a 95% removal rate for Tss's. 225,000 gallons of sludge was sent to Synagro Northeast for incineration. Phosphorous removal which is required by our permit was preformed during June 1st thru October 31st. The completion of the Rt.16 sewer project and the new sewer lift station located on Davis Street went into operation in September. The Division received $630,000 in the form of a grant from the USDA. This money is to be used for the new construction of the Waste Water Facility. Construction began on February 3, 2004, with a completion date of September 2005.

Office Hours

Monday thru Friday
7:00 AM to 3:30 PM.

Meeting Date/Time

Summer: The first Monday of each month, at 7:00 PM.

Regular: The first Tuesday of each month, at 7:00 PM

The meetings are held at the WWTF Office, 29 Charles Street.
Everyone is welcome.

Yearly Events

Water meters are read twice a year, at the end of March and at the end of September. Billing is done approximately one month latter. Fire hydrants are flushed once a year, usually in the fall. A notice is placed on the Douglas Cable access channel. The Consumer Confidence Reports are mailed out before July 1st.

Respectfully submitted
Dennis Croteau
Douglas Water/Sewer Department

Municipal Facilities Maintenance
508-612-6738

The Municipal Facilities Maintenance Department Manager performs preventative maintenance, custodial duties, landscaping (grass cutting, flower planting and care) and snow removal for several of the Town of Douglas Buildings. As Manager I am also responsible for the hiring of contractors and oversight of all projects regarding facilities.

I have been fortunate again this year to have a person participating in the Senior Citizen Property Tax Work off Program working with me. His work and knowledge of flowers and trees has been a valuable resource to my department.

Major accomplishments completed this year were hazardous waste and junk removal from the Post Office attic and the Municipal Center basement. The windows on the second floor of the Municipal Center were replaced.

As the Town of Douglas continues to grow and the Municipal Buildings continue to age, the need for long range maintenance and planning is essential. My continued involvement with the Capital Improvement Committee has proven beneficial to the long range planning of use and maintenance of Municipal Buildings.

The office of the Municipal Facilities Maintenance Manager is located in the Municipal Center, 29 Depot Street.

Respectfully Submitted,
Patrick J Colonero
Manager

Cemetery Commission

Repairs have been made to Pine Grove Cemetery. The wall along Cook Street has been rebuilt after trees and stumps were removed. Remaining trees and shrubs were trimmed and pruned. Poison ivy was sprayed. More work needs to be done to secure Pine Grove Cemetery and this will be a focus of the newly elected Cemetery Commission whose members will strive to carry on the fine efforts of the past commission composed of John Manning, David Furno and Henry Labonne.

We continue to contract for mowing and trimming of the three town cemeteries.

The present Cemetery Commission welcomes suggestions and input from concerned parties. Our meetings are Monday evenings, at 7 PM in the new fire station. Generally

we meet once a month on the third Monday of the month. We are especially interested in any historical information citizens may have regarding the three cemeteries we oversee.

Respectfully submitted,
Shirley Cooney
Gail Swenson
Donald Gonynor

Tree Warden

508-476-2460

Please be aware that the trees along each and every one of our roads are town property and Massachusetts General Law Chapter 87, section 9 ***prohibits the posting of signs of any kind on street trees***. Please obey this law and keep our trees healthy.

We also have a Scenic Road bylaw and citizens should take the initiative to get their roads designated for the added protection it offers our beautiful trees. During FY 03, and with the increase in new homes continuing to rise, I again worked hard to coordinate a tree removal and maintenance program that was as efficient and economical as possible. A total of $6,094.83 was expended through the Tree Warden's budget this year.

I continued to work closely with the Massachusetts Electric Company arborist along with several professional tree maintenance companies. I also worked together with the Highway Department to remove large butts and limbs as well as with the Police Department to keep our streets safe and clear.

With the increase in the mileage of roads being maintained and the rise in the number of houses being constructed, it is very important that Douglas retains and maintains its healthy trees that add so much beauty, character and shade to our lovely town streets.

Respectfully submitted,
Leon Mosczynski
Tree Warden

Community Development

508-476-4000 ext. 357

The Community Development Department provides assistance and direction to boards and project applicants in an effort to streamline the permitting process and expedite the review timelines on submittals. As such, the Department assists project applicants in

maneuvering through the state and local permitting processes within the Town, and assists the various boards and committees in the review of submittals.

The Department is comprised of the Conservation Commission, Economic Development Commission, Master Plan Committee, Open Space Committee, Planning Board, and Zoning Board of Appeals. The staff within the Community Development Department includes the Town Engineer, the Conservation Planning Agent and an Administrative Assistant.

Projects that the Department has taken on over this past year include providing design and permitting assistance to the Planning Board in coordinating construction of Phase II of the Preservation Park Subdivision, the Overlook Subdivision, and Kingwood Estates Subdivision; assisting the Recreation Committee for the Martin Road Ball field Project; the Highway Department in securing local permits for roadway and drainage improvement projects; the School Department in technical review of the new high school and the "connector road" projects; the Master Plan Committee in providing input on the common driveway bylaw and Executive Order 418; the Zoning Board of Appeals in providing input on Site Plan Special Permits and the Chapter 40B North Village and Forestview Estates submittals; the Economic Development Commission in developing the industrial areas of Town; Conservation Commission and Open Space Committee in finding ways to preserve and plan for maintaining the natural resources within the Town, and the Board of Selectmen on a variety of projects, along with the daily guidance and input to the various Boards, Committees and Departments within the Town.

Respectfully submitted,
William J. Cundiff, P.E.,
Town Engineer

Planning Board

508-476-4000 ext. 357

The Douglas Planning Board consists of seven (7) members who are elected by the community. Each member serves a five (5) year term. The Planning Board meetings are scheduled for 7:00pm every second and fourth Tuesday of the Month. The meetings are held at the community resource room located at the Municipal Center.

Responsibilities of the Planning Board include Municipal Planning and overseeing the Subdivision Control Law, which includes ANR plans, Preliminary Plans and Definitive Subdivision Plans.

The Planning Board is also the Special Permit Granting Authority (SPGA) for the Limited Density Residential Development Bylaw, Earth Removal Bylaw, Aquifer Protection Bylaw, Accessory Apartment Bylaw, Adult Entertainment Bylaw, Wireless Communication Bylaw and the new Common Driveway Bylaw.

The Planning Board reviewed the following submittals for FY04:

00- Adult Entertainment Permits:
00- Wireless Communication Permits:
02- Limited Density Residential Development Permit:
01- Aquifer Protection Permit:
03- Earth Removal Permits:
01- Common Driveway Permits:
02- Accessory Apartment Permits:
01- Scenic Road
35- ANR Plans: Totaling 96 lots:

10 Subdivisions: Totaling 118 lots for **FY03**

NAME	# of Lots	Location	Status
Stone Gate	30	Franklin St	Started-no homes
Hilltop Estates	22	Lower Gore Road	Almost Complete
Fairway View Estates	8	Linden St	Almost Complete
Douglas Business Park	11	Cliff St	Not started
Shady Know Estates II	5	Downs Rd	Almost Complete
Uxor	3	Charles St	Not Started
Rolling Hill Estates	15	West Hartford Ave	In the permitting process
Ballou	2	Riedell Rd	Not started
Hardwood Estates	4	S.E. Main St	In the permitting process
Deer Crossing 81W	18	Farm Rd	Not Started

3 Subdivisions: Totaling 48 lots for **FY04**

NAME	# of Lots	Location	Status
Whispering Pines	7	Caswell Court	In the permitting process
Nature View Estates	23	Crescent Lane	In the permitting process
Lakewood Estates	18	Wallum Lake Road	In the permitting process

Respectfully submitted,
Richard Vanden Berg, Chairman
Ernest R. Marks, Eben W. Chesebrough, Linda Brown
Joel Rosenkrantz, Dan Heney, Mark Mungeam

Zoning Board of Appeals

A Zoning Board of Appeals is created under the provisions of MGL Chapter 40A as a necessary part of the establishment of zoning regulations in a community. Chapter 40A empowers the Board of Appeals to: 1) Hear Appeals taken from decisions of any administrative official or board of the Town acting in the provisions of the law; 2) Grant Variances from terms of the Zoning Bylaws; and 3) Grant Special Permits as provided by the Zoning Bylaws.

The Zoning Board of Appeals decided forty-one (41) cases in fiscal 2004:

A: APPEAL V: VARIANCE SP: SPECIAL PERMIT

CASE #	CASE	DISPOSAL
2003-13 V/SP	KEVIN M. PAQUETTE	GRANTED
2003-14 V/SP	DAVID SWENSON	GRANTED
2003-15 V/SP	DAVID CORTESE	GRANTED
2003-16 V	SUSAN BECKHAM-DUTRAM	WITHDRAWN
2003-17 V	TONY BROOKHOUSE	GRANTED
2003-18 V	WILLIAMS DONUTS, LLC	DENIED
2003-18 V	DONNA MULDOON	GRANTED
2003-19 V	RICHARD PRESTON	GRANTED
2003-20 SP	DAVID & JUDITH SOUTHLAND	GRANTED
2003-21 SP	JOANNA ZIGLER & KATHERINE McELANEY	GRANTED
2003-22 V	ALBERT BEAUDREAU	GRANTED
2003-23 V	LOUISE VILLA	GRANTED
2003-24 V	ROSS I. SMITH	GRANTED
2003-25 SP	ST. DENIS CATHOLIC CHURCH	GRANTED
2003-26 V	MATTHEW GRAINGER	GRANTED
2003-27 V	CATHERINE OLSEN	GRANTED
2003-28 V	BRIAN DONOVAN	GRANTED
2003-30 V	JOSEPH KNAPIK & THERESE RENEAU-KNAPIK	GRANTED
2003-31 V	ESTER SNOW/RON DESJARDIN	GRANTED
2003-32 V/SP	GERALD JACKMAN	GRANTED
2003-33 SP	DOUGLAS HIGH SCHOOL	GRANTED
2004-01 V	JAMES ANDERSON	DENIED
2004-02 V	DAVID POPE	DENIED
2004-03 V/SP	KEITH DALY	WITHDRAWN
2004-04 A	ARTHUR POISSON	GRANTED
2004-05 V/SP	MICHAEL ROUSSEAU	DENIED
2004-06 V/SP	RAY WHITEHEAD	GRANTED
2004-07 V	MICHAEL & DONNA WATSON	GRANTED
2004-08 V	BRIAN GUILFOYLE	GRANTED
2004-09 V	DIANA HART	GRANTED
2004-10 V	RALPH MANGANIELLO	DENIED
2004-11 V/SP	JAMES HEGERICH	GRANTED
2004-12 V	ROGER EMANUELSON	GRANTED

2004-13 V	KENNETH & ANNETTE McCALLUM	GRANTED
2004-15 V	DAVID CARELLI	GRANTED
2004-16 V	JOHN P. BOMBARA	GRANTED
2004-17 V	DOG ORPHANS/RON MORSE	DENIED
2004-18 V	WALLACE & EDITH RYALL	GRANTED
2004-20 V	ROSS & CARRIE SMITH	GRANTED
2004-21 V	SUZANNE LUSSIER	WITHDRAWN
2004-22 V	AARON McLAUGHLIN	GRANTED
2004-23 V	KAREN GONYOR & ROBERT INGUANTI	GRANTED
2004-24 V	LAWRENCE BOMBARA	GRANTED
2004-25 V	DAN CLARK	GRANTED

The Board members would like to recognize Mr. C. Edouard St.Martin for his time and dedication to this board and would like to extend our special thanks for serving our community.

Respectfully submitted,
Joseph E. Fitzpatrick, Chairperson
C. Edouard St. Martin, Clerk (Resigned)
Harold Davis, Clerk
Colin H. Haire
George A. Burns
Christine Mitchell, Secretary

Conservation

508-476-4000 ext. 357

The Douglas Conservation Commission consists of seven (7) commissioners who are appointed by the Douglas Board of Selectmen. Each member serves a three (3) year term. The Conservation Commission meetings are scheduled for 7:00pm every first and third Monday of the Month. The meetings are held at the community resource room located at the Municipal Center.

The duties and responsibilities of the Conservation Commission is the protection of the community's natural resources, along with controlling activities deemed to have a significant effect upon wetland values, including but not limited to the following: Public or private water supply, groundwater, flood control, erosion control, storm damage prevention, water pollution control, wildlife and recreation.

During the FY04 the Conservation Commission has acquired, through donations, open space known as the "Way Back Farm". Total acreage of conservation land is 22 acres - to remain as conservation land in perpetuity.

The Conservation Commission reviewed the flowing submittal for FY04:

35 Notice of Intents: 0 denied

18 Requests for Determinations (RDA)

Respectfully submitted,
Marylynne Dube, Chair
Michael Yacino, Leon Moscynski, Richard Downs
Ralph Dudley, Linda Brown, Michael Vallier
Christina Lapan, Associate Member

Open Space

The Open Space Committee worked hard with other town committees including the Conservation Commission and the Economic Development Commission to urge voters to pursue the purchase of 103 acres on Northwest Main Street that can be used for a variety of municipal needs. A special town meeting approved the purchase in January, 2004.

In FY 04, several other parcels of Chapter 61 protected property were removed from protection and the town, having the right of first refusal, chose not to purchase. The majority of acreage is now targeted for residential home development.

While Douglas is fortunate to have several large parcels of open space that are maintained by the Commonwealth, our town and private landowners, the rapid development of our frontage lots is quickly changing the look of Douglas.

The Open Space Committee reviews Chapter 61 protected parcels to consider them for preservation or recreation when a landowner considers a sale. The Committee also assists landowners with a variety of protection options that can lower taxes or even permanently protect a special habitat for the generations to come. Every acre that is not developed saves the town of Douglas money because each new house requires services like road maintenance, schools and police protection and results in a net loss against our tax revenues.

The Open Space Committee continues to support the evolving Lake Manchaug Greenway and Wildlife Corridor connecting the Douglas and Sutton State Forests by encircling the north side of Lake Manchaug. It is an important effort and crucial to the protection of the lake's watershed.

The Committee expended no monies in FY04 and encourages any citizen with an interest in open space or conservation to join the Committee. If you, or someone you know, have questions about land protection, call us or leave a message in our box at the Municipal Center.

Respectfully submitted,
Lisa Mosczynski, Chair 508-476-2460
Sue Perkins, Vice Chair, Josiah Burch, Marylynne Dube, Tom Featherstone

Master Plan Implementation

The Douglas Master Plan, completed in the spring of 1998 and adopted by the Planning Board, is a comprehensive plan studying: land use, housing, economic development, natural and cultural resources, open space and recreation, services and facilities, and traffic circulation of our town. The Master Plan includes 87 recommendations which are being addressed by this committee. As of July 2004, our committee has completed action on 47 of these recommendations, with 40 items still open.

Many of the open recommendations are associated with zoning regulations. In 2003 the committee hired attorney Mark Bobrowski to review and update our zoning by-laws. Mr Bobrowski has completed this update and the recodified bylaws are presently being reviewed by the Planning Board. The review process has been slower than anticipated, but it is very important that we provide a complete and thorough review before we implement the new bylaws. I anticipate that the recodified zoning by-laws will be ready for a town meeting vote later this year.

This year the Committee has spent much time working with Larry Koff & Associates to assist in the preparation of a Community Development Plan for the Town of Douglas. This project was funded by an EO-418 Community Development Grant. The plan was recently completed and can be viewed on the town's web site http//www.douglasma.org.

It is my hope that the Committee will be able to address all remaining open Master Plan recommendations once our work on the recodified zoning by-law is complete.

Our recommendation status report and other related information can be viewed at the Committee web site at http//www.douglasma.org.

The committee is made up of 12 Douglas residents and meets on the first and third Wednesday of the month in the Municipal Center. The Committee welcomes any interested resident to visit us at any of our meetings and to join into our discussion

Respectfully submitted
Paul W. Peterson, Chair
Master Plan Implementation Committee

Superintendents Office
21 Davis Street
508-476-7901

It is my pleasure to submit the 2004 Annual Report on the state of the Douglas Public Schools.

The 2003-04 school year was very exciting and productive. Opening the beautiful state of the art High School had to be one of the proudest events for the community of Douglas, as well as for the students who will attend that school, the staff, faculty, administration, and School Committee, who are such an integral part of our quality school system.

The diligence of the high school principal, Mary Stone and the Douglas School Building Committee insured that the tax dollars of residents were spent wisely and effectively. Their constant vigilance, time expended and dedication to this project should be lauded and is greatly appreciated.

If you have not yet visited this new facility, I encourage you to do so. This is the Towns' high school and, therefore, a community facility. To that end, Mrs. Stone piloted a very successful evening program called Night Life through which community members participated in programs ranging in diversity from strength training to computer literacy. Our intent is to expand on these "after hours" programs to afford multiple opportunities for the community to access this beautiful facility.

Our Student enrollment in Douglas continues to grow. In school year 2003 -2004 we served 1617 students.

Since we presently have sufficient space to educate the fast growing student population we have also been able to accept additional choice students who would have previously been denied admission to our crowded schools, or have been put on a waiting list for admission to the Douglas Public Schools.

On the other hand, and on a very positive note, fewer and fewer Douglas parents seek choice out for their children's education, relying instead on the very capable Douglas educators and the very challenging curriculum the Douglas Schools provide.

In school year 2004-05 the Douglas Schools, for the first since the School Choice Program began, will have fewer children opting for School Choice Out than it will have children accepted for Choice In. The reverse of the trend for Choice Out will allow the Douglas School Committee to once again supplement the Douglas School Budget.

For school year 2004-05 the Douglas School Committee and Superintendent have selected to raise $750,000 towards the FY05 school budget to reduce the Douglas Taxpayers' burden. By accepting Choice students and expanding creative revenue generating programs the school committee and administration will once again be able to

absorb a portion of the cost of running the system; costs which would normally be assumed by the taxpayers.

We are very proud of our educational facilities and programs. Douglas has been cited for excellence in many of the programs developed over the past several years. Visitors from contiguous school districts and from around the Commonwealth have come to Douglas to observe programs such as World Language, technology, writing, early childhood and daycare for the purpose of replication in their districts. Representatives from some of the most prestigious and wealthy school districts have visited and sought advise from our small but very well respected school system.

Our athletic and music programs as well as other extra and co-curricular programs continue to flourish. Drama has been a major focus this year with the production of 3 plays and growing population of students who wish to participate in this worthwhile activity. Productions included, "A Mid Summer Nights' Dream", a short play called "Small Actors" and "Oz", preformed by eighth graders.

While we are very pleased and proud of the educational opportunities we have been able to provide the youth of Douglas, we are facing various challenges and threats to the maintenance of educational quality in Douglas. Fiscal constraints and philosophical differences abound relating to the level of educational quality that should be provided to the youth of Douglas.

We ask that parents and community members become more aware of the Town's financial and political environment in order to become more involved and able to make informed and critical decisions when the time comes.

We will continue to expend every bit of energy possible to provide your children with quality education at a very low per pupil cost (which in turn will preserve or accelerate your property value). However, we can't do it alone; we need your support! Awareness is key. As we all know, many situations are not as they appear on the surface.

As always our P. T. 0.' s, School Councils, Booster Clubs, numerous volunteers and community supporters were a significant factor in the success of school year 2003-04. Thank you. We couldn't do it without you. We appreciate all of you.

Respectfully submitted
Concetta A. Verge
Superintendent of Schools

School Committee

The Douglas School Committee is comprised of five members elected by the community. Members of the committee serve a three-year term. The School Committee brings the experience and dedication needed to represent the community while working with the Superintendent in continuing to improve the educational quality in our schools.

The School Committee currently meets biweekly on Wednesday evenings at 7:00 p.m. at the Douglas High School.

The School Committee's responsibilities include the making of policies, approval of the School Department budget and employment of the Superintendent.

The Douglas School Committee is very pleased and proud that the new school building, Douglas High School, was successfully completed and was fully occupied in September of 2003.

The facility is beautiful and provides the perfect educational environment for students in grades 8-12.

The School Committee has nothing but praise for the School Building Committee that brought this new facility in on time and within budget.

In June of 2004 the first class of seniors graduated from Douglas High. Sixty seven proud students crossed the stage in the new auditorium to receive their diplomas. These youngsters and those who will follow them have distinguished and will continue to distinguish themselves as a result of the educational opportunities and quality education provided them by the staff, teachers, administration, school committee and supportive parents and community members.

We thank you all.

Respectfully submitted;
Douglas School Committee

High School

33 Davis Street
508-476-4100

The inaugural year at Douglas High School was a big success! After many years of planning, 17 months of construction, and an expenditure of approximately 25 million dollars, we opened the doors to students on September 8, 2003. Although construction was not yet complete, students hit the ground running. The excitement and enthusiasm for the new building carried over into the classroom as Douglas students embraced the many opportunities afforded them by their state-of-the-art new high school. A festive dedication ceremony was held on November 15, 2003.

The technology at the high school is truly second to none, and this view is shared by the students as well. When surveyed by the student advisory council, students commented that the high school has "incredible technology." Even with a late start accessing the building, the majority of the computer technology was operational within the first two weeks of school, thanks to the efforts of the technology staff and the assistance of several faculty members. Our extensive network infrastructure includes 334 computers, 53 networked laser printers, networked copiers, 100 % Internet accessibility, and wireless access throughout the building. The general design of the technology infrastructure is focused on providing students and faculty the necessary resources to assist in the learning process. Each classroom has an instructor computer workstation that is connected to an LCD projection system used for displaying video content to the entire classroom. The instructor workstations also include cable TV, a VCR, a DVD player, and a document camera. The science labs, computer labs, library, and several other classrooms also have SmartBoard interactive white boards, allowing the instructor to control applications and write notes that can be saved to the computer for other usage. Our student to computer ratio – used as a key measurement by the Massachusetts Department of Education for computer infrastructure – is 1.34 students to one computer at the high school. When compared with the state average – reported by the DOE as 4.7 students to one computer – it is clear that our extensive computer infrastructure will give Douglas students a distinct advantage over students attending other districts when it comes to utilizing computer technology – for at least several years.

We were also fortunate to receive several technology grants which allowed us to enhance our technology offerings even more, thanks to the efforts of Mrs. Laurie Keating of the technology dept. Along with grants for reduced pricing on the purchase of the NEC LCD projectors and SmartBoard technology, we received a major grant of approximately $45,000 from the Department of Commerce Public Telecommunications Facilities Program. This grant for on-line learning via video allowed us to purchase a fully equipped TV studio for a fraction of the original cost, cameras for use on location throughout the district, and a set of G.E.D. and life skills videotapes to be broadcast over the school cable channel. Our goal in utilizing the studio is to broadcast activities within the district, and to partner learning activities among the three Douglas schools, K-12. We are also excited about the new T.V. production class to be offered at the high school this fall, providing students with the opportunity to learn video editing and camera skills.

Along with our outstanding new technology-rich facility, our students and their achievements continue to be our major source of pride! In the area of extracurricular activities, we enjoyed many accomplishments. Our varsity math team, coached by Mr. Michael Mongiat, finished first in Division D of the Worcester County Mathematics League. Top scorers for the team were: first – Michaela Farrell, grade 12; second – Peter Olbrys – grade 10; third – Phillip Wagner, grade 11; fourth – Kayla Marot, grade 12; and fifth – Joshua Tokus, grade 10. A total of 28 students participated in at least one meet during the year. The math team will move up a division next year, due to this impressive showing.

The Douglas Artistic Underground, our new drama club coached by Mrs. Maryann Rodrigues, also completed a very successful first year. The club performed a one-act play entitled "Small Actors" in the Massachusetts Drama Guild's state-wide festival. Three of our students – Alison Wise, Stephanie McPherson, and Patrick Murphy - were selected for the Massachusetts Drama Guild Association All-Star Cast. Students in the club also attended theatre workshops at the North Shore Music Theater, brought in Shakespeare Now to perform "Macbeth," and held a performance of "A Midsummer Night's Dream" for their end-of-the-year presentation. We are happy to be able to offer a theatre class for the 2004-2005 school in addition to the club. This class will provide a more in-depth study of theatre and drama for those who wish to expand their knowledge.

Our music department continued to build on its tradition of excellence. On March 11, 2003, the Blue Light Special (our select a capella chorus) performed at the Worcester Art Museum in celebration of Youth Art Month. This group, along with the eighth grade chorus and the jazz band, also provided music for our Senior Citizen Brunch held at the high school on April 14th. Four eighth grade chorus members – Taylor Gaulin, Corynne Gildea, Molly Cox, and Lisa Denomme – were named to the Massachusetts Music Educators Association Central District Junior Chorus. Students in the music department competed in the Music Festivals competition, held in Chicago from April 29 – May 2nd. Along with attending a performance of the Blue Man Group and seeing the sights of Chicago, our students were thrilled to walked away with numerous awards from this competition. The chorus placed third with a rating of "Excellent," and the concert band placed third with a rating of "Good." Other categories in which our students competed and won include marching band, drum line, flag team, majorettes, and rifle team. The month of May brought several exciting opportunities for our music students. The high school chorus performed our national anthem at the Pawtucket Red Sox game in McCoy Stadium on May 26th, and the eighth grade chorus competed at the Great East Festival in Springfield, Massachusetts on May 28th, winning a gold medal.
Our sports teams at Douglas High School also continue to excel. Both the boys' and girls' soccer teams qualified for the districts this year. The girls won the districts, and also made it to the state championship final game for the second year in a row. Eight players were named Dual Valley All-Stars: Erik Quinn, Gregory Hurley, Daniel Soderberg, Thomas Catusi, Shelby Stand, Elizabeth Norberg, Megan Bruso, and Sarah Raines. Shelby Stand and Elizabeth Norberg were also named as Telegram & Gazette Super-Stars. The golf team continues to improve as well, and was honored to see team member Kory Bliss named as a Dual Valley All-Star. A young field hockey team featured two more Dual Valley All-Stars – Emily Norberg and Jessica Rennell. The boys' and girls' basketball teams had very good seasons. The girls hosted and won the first-ever district game in our new gymnasium, losing in the second round to a very

talented state championship team in Quaboag. Dual Valley All-Stars for basketball were B.J. Doyon, Elizabeth Norberg, and Abigail Connors, with Abigail also being named a Telegram & Gazette All-Star. In the fall, our baseball team made the districts, and our track team sent three athletes to state competition. Baseball players named Dual Valley All-Stars include Jeffrey Bolen, B.J. Doyon, and Robert Elliott, and softball Dual Valley All-Stars were Kimberly Brennan and Jenna Conti. Track and Field All-Star designees were Jonathan Remkus, Thomas Catusi, and Allyssa Manyak.

Several of our students received distinguished individual honors in a variety of areas including sports, leadership, and writing. Senior Jonathan Remkus was selected as one of 10 finalists in the state of Massachusetts to receive the Wendy's High School Heisman Award. Jonathan, accompanied by his father and Mr. Kustigian, was honored at Gillette Stadium during a televised dinner recognizing the 10 finalists who were selected from over 2, 500 high school students nominated for this prestigious award. Jonathan's name, representing Douglas High School, was posted on Gillette Stadium's "jumbotron" for one week. In addition, sophomore Julie Mattscheck attended the Hugh O'Brian Youth Leadership Conference at Babson College from June 11-13th. While attending the conference, she was selected as one of two students in Massachusetts to attend the World Leadership Conference at George Washington University, and was also awarded a $100 savings bond. Junior Lindsey Kocur was selected as an Art All-State candidate. Eighth grader Holly Holbrook won the annual "Law Day" essay contest sponsored by the Worcester County Bar Association, and was honored at a luncheon on April 30th.

In addition to our beautiful new facility and the outstanding achievements of our students, we are continually striving to improve instructional practices and update all areas of our curriculum to prepare our students to excel in the workplace. The world language curriculum is indicative of the district-wide commitment to early language learning, and is an outgrowth of our desire to prepare students for their roles in an increasingly global society. The elementary foreign language program, which began in September of 1996, is now in its ninth year. We continue to offer daily French or Spanish classes to all students from kindergarten through grade eight. Classes from kindergarten through grade five meet daily for 30 minutes, with the sixth and seventh grade classes meeting for approximately 48 minutes. Our incoming grade eight class for the 2004-05 school year is the first class to have participated in this program from the beginning, having studied Spanish since starting school in 1996. Our seventh graders are currently the most advanced French group. The Foreign Language Internship Program continues to thrive. Due to a scheduling conflict with the morning classes, the internship program was held during the afternoon this year. Three students taught Spanish to the afternoon preschool classes. These classes met Monday through Thursday for a 15-minute lesson, with the interns being responsible for daily lesson preparation. Mrs. Michelle Meomartino, coordinator of the program, provided transportation for the interns to the preschool.

Along with ongoing curriculum revision and review, professional development for teachers continues to be a high priority. Douglas High School was proud to host the first meeting of the Dual Valley English Teachers on April 13th. This group of English teachers from area schools, along with their principals, met to share best practices on the subject of avoiding plagiarism in conducting student research projects. Four of our English department members – Mrs. Beverly Bachelder, Mrs. Emily Costa, Mrs.

Maryann Rodrigues, and Miss Emily Vaillant shared exemplary lesson plans, interdisciplinary projects, and activities designed to minimize plagiarism. They also presented the Douglas High School whole-school research paper rubric, which they developed together as a department. This rubric was approved for school wide use by our faculty on April 5th, and is designed to promote consistency and uniformity across the disciplines in teaching research skills. The meeting was well received by both the teachers and principals, and plans are being made to continue to provide opportunities for Dual Valley teachers to meet, share concerns and successes, and reflect on best practices in all subject areas.

In an effort to develop a system wide research model, a team was formed in February to write an Information Literacy Curriculum for all schools. This team consisted of Mrs. Susan Nichols, intermediate school librarian and team chair, along with Mrs. Anne Hackett, Mrs. Elaine Loehmann, Mrs. Jeannie Fitzpatrick, Mrs. Linda Fraga, Mrs. Beverly Bachelder, Mrs. Tina Moran and Mr. Jason Phelps. The team developed a research model for use in all Douglas schools, along with learning outcomes appropriate for each school. This research model will be implemented in all Douglas schools this coming year.

Recognizing the importance of all students feeling a sense of belonging and ownership in school, an advisor/advisee program for eighth grade students was instituted this year. Mrs. Genie Stack of the high school guidance department prepared the advisor/advisee curriculum, assisted by Mrs. Carolyn Lawrence. Students met periodically with their advisers in small groups to participate in character-based educational lessons, including timely topics important to adolescents. Both students and staff members benefited from this opportunity to get to know each other better, and plans are being made to expand this program in the future.

One of our most important accomplishments at Douglas High School this year was the achievement of Adequate Yearly Progress as defined by the Massachusetts State Department of Education. Our MCAS scores continue to rise. Every senior graduating from Douglas High School this year passed the MCAS test given in 2003, and we also were proud to have a 100% graduation rate. Eighty percent of our tenth graders passed both of the required MCAS tests in English Language Arts and Mathematics, with 98% of our tenth graders passing English Language Arts, and 82% passing Mathematics.

As we conclude our inaugural year at Douglas High School, we reflect on our many accomplishments with pride, and look forward to the coming year as we continually strive for excellence. We anticipate a challenging and productive year ahead as we prepare for an accreditation visit by the New England Association of School and Colleges in 2006. As always, our goal remains the same: to provide the best possible education for the children of Douglas.

Respectfully submitted;
Brett Kustigian
Acting Principal

Intermediate Elementary School
21 Davis Street
508-476-3332

Dear Residents of The Town of Douglas:

It is my pleasure to submit the first report of the Douglas Intermediate Elementary School for the 2003-2004 academic year.

The Douglas Intermediate Elementary School, located at the "old" Douglas Middle/High School on 21 Davis Street, houses grades 4, 5, 6 and 7. The doors to our newly configured school opened on September 3, 2003 to 516 excited students. Many of these students had previously attended an Open House on August 27, 2003. This gave our students the opportunity to visit classrooms, meet teachers and navigate the building, as well as to try their hand at opening their lockers in anticipation of the first day of school. The Open House was hugely successful in calming the anxieties that many of our 4th, 5th and 6th graders had in moving to a new building. Our 7th graders were the "seasoned veterans", as they had attended school here the previous school year.

The fall months were spent establishing a Parent/Teacher Organization (PTO), a School Council and Student Council. These cornerstone organizations help to provide enrichment opportunities for our school, as well as function as an advisory to the principal on various academic and programming issues. Over the course of the year, the PTO hosted performances like "HERO WORKS", which fostered a sense of patriotism and pride in individual accomplishments among our students while providing a historical framework using art and social studies as a means for learning about patriotism and national pride.

Our newly developed School Council worked towards school improvement planning as we sought to address issues in health education by making menu changes in the school cafeteria. In conjunction with work initiated by Mrs. Leslie McInnis, our Health Services Coordinator, the Council worked to draft and conduct a survey on student's perceptions of cafeteria lunch choices. With the data gathered from this student survey, Mrs. McInnis applied for and secured grant funding which will enable students to participate in a "Healthy Choices" program. Funding from this grant will also be used to hire coaches for an intramural sports program, open to all students in grades 4 through 7.

Curriculum areas addressed this year included Mathematics and English Language Arts. In these curriculum areas, teams of educators met to examine the current curriculum and to align this curriculum more closely with the Massachusetts state frameworks. This curriculum work is necessary in light of the fact that the MCAS tests are reflective of both the state and district curriculum frameworks. Other methods put in place to guide curriculum improvement include the reassigning of teaching staff to positions which will strengthen student academic achievement.

Students at the Douglas Intermediate Elementary School have a 70-minute block of specialized learning each day in Art, Music (general and choral), Technology, Physical

Education and Library Media, as well as time each day in either French or Spanish instruction. These special subjects allow teachers to work closely together to coordinate learning experiences that enhance our core curriculum areas. Other areas for overall academic enrichment include the development and implementation of the ACE Program (Activity Clubs for Enrichment), which took place after school. Students signed up for clubs such as Young Journalists' Club, Babysitting Skills Club, A Capella Chorus, Intro to Sports Club and Homework Club, as well as others. We look forward to expanding enrichment opportunities for our students in the future.

Borrowing from the elementary school programming, we instituted a "Community Meeting" each month which served to celebrate the accomplishments of our students as well as to inform the community about what was "new" in each grade level. Students looked forward to the monthly academic "sharings", as well as to seeing which classmates would be recognized publicly for being Responsible Students. Each grade level also offered a Student of the Month acknowledgement; these students' pictures appeared on the bulletin board outside the main office. Our Community Meetings helped our students to take something comfortable and familiar from the elementary school into their new school as we sought to build a sense of community and positive school culture into our new identity.

Grade 5 continued with the terrific DARE program, which was offered to us in partnership with the Douglas Police Department. Now in its eleventh year in our schools, DARE has become a fifth grade tradition as students look forward to possibly being selected to read their DARE essays during the graduation.

Douglas Intermediate Elementary School is proud to announce that three of our students, Erika Hoekstra, Ashley Jeznach, and Amanda Rizun, auditioned for and were accepted to the Massachusetts Music Educator's Association Central District Band and Chorus. This year Erika and Ashley performed in the chorus and Amanda played the flute with the band. Each year students throughout central Massachusetts audition for these elite groups made up of the finest grade 7 and 8 musicians. Only about 25 to 30% of the students auditioning are invited to participate in the ensembles.

The chorus and band, made up of students from grades 6, 7, and 8, received gold medals for each of their performances at the Great East Festival in Springfield, MA. Our students competed against groups from other area schools and then celebrated their success at Six Flags Theme Park in Agawam, MA.

The Douglas Middle School Cheerleaders, students in grades 6 and 7, won first place at the Longmeadow Competition. Congratulations to the team and coaches.

Two seventh grade students, Ashley Jeznach and Michael Pastore, were named Scholar Leaders and honored at a statewide Awards Banquet held at the Worcester Centrum Centre on May 27, 2004 for their accomplishments. This New England League of Middle Schools program is intended to give public recognition to students in the 7th or 8th grade who have distinguished themselves in terms of outstanding scholarship and leadership. Each student received a plaque with his/her name on it and a photograph from Lifetouch Studios commemorating their achievement.

Jessica Bolandrina, a seventh grade student, was one of 200 middle school students

throughout the country nominated to participate in the Junior National Young Leadership Conference held in Washington, D.C. The conference "Legacy of American Leadership," will allow participants an opportunity to take part in educational activities and presentations led by people in high-level leadership positions.

Under the guidance and direction of Mrs. Moran, technology coordinator for the Douglas Public Schools, Ms. Moore's fourth grade students piloted a hand held computer program. Through grant funding, each student received a Palm Zire 71 computer and a portable keyboard. The students learned the basics of hand held computing including how to use Graffiti, a special way of entering text into the computer, and how to "beam" data from one handheld computer to another in order to share information. The class used built-in Palm programs in unique ways such as using the address book application as a personalized electronic vocabulary book. They also participated as BETA testers for Inspiration Software, Inc as the company was developing a version of their award winning software for handheld computers. As BETA testers, Inspiration for the Palm OS was used in a variety of lessons for brainstorming, generating KWL charts, and assessment. The Douglas Public School District is featured in the company's May newsletter and can be viewed at the following URL:
http://www.inspiration.com/newsletter/html_newsletter/May_2004/index.cfm?fuseaction=1

Marilyn Yacino retired this past June after teaching in the system for twenty-eight years. In addition to being a dedicated teacher, Marilyn is a licensed mental health counselor and therapist. Although we are sad to see Marilyn go, we wish her much happiness in her retirement.

I would like to take this opportunity to thank parents, school council members, community members, Douglas Police Department, and all those who supported our school and helped to make our first year as an Intermediate Elementary School a successful one. I look forward to working with you next year as we continue in our commitment to make our school second to none.

Respectfully submitted;
Debra L. Pincince, Principal
Douglas Intermediate School
Blackstone Valley Teachers' Academy Director

Elementary School

17 Gleason Street
508-476-2154

The Elementary School opened its doors this September with 379 students. Grade configurations were changed in September with Douglas Elementary School becoming a 1-3 building with 7 sections of first and second grade, and 4 sections of third grade.

Massachusetts released individual, district, and statewide MCAS results for our third grade students. We were pleased that our third graders had a passing rate of 96%. We

anticipate continued increase in our scores over the next few years as we improve our curriculum and programming.

This was the fifth year we moved away from the traditional Monday-Friday schedule and successfully implemented a five-day schedule with an additional thirty minutes in the morning. The additional time in the schedule allowed us to accommodate all classrooms with art, music, library, technology, foreign languages and physical education.

We continued to extend opportunities for our students with our enrichment block. This period provided students with sixty minute courses in the fine arts, social skills, technology, world languages, and personal wellness. Our rotating schedule allowed each class to experience this block every three weeks.

In addition to our enrichment block, we implemented our after school learning program, CLASP. Classes were held on Tuesday and Thursday afternoons during one, six week session. CLASP would have been possible without the strong support of our teachers and parents.

Each month our students attended a "Community Meeting". These meetings focused on our core values of Responsibility, Communication, Respect, and Innovation. Each class shared interesting events in their classroom, students got special recognition for reading and responsibility, and each meeting concluded with music. This monthly event proved to be a great way to build community spirit in our school.

Our students and staff continued to use technology as a learning medium. Through the acquisition of grant funding, we were able to purchase two mobile carts that allow each student to use a laptop computer and a wireless connection to the internet. Our school website was redeveloped and information was updated for parents and community members.

The spring brought us three exciting events at the Elementary School. The long awaited opening of our new playground area. The playground equipment was purchased through five years of fund raising by the students and PTO. This project could not have been completed without the help of the Douglas Highway Department. We also hosted our second Mardi Gras Carnival with games, prizes, food, and fun for everyone. Our PTO did an outstanding job organizing this wonderful event. Finally, our annual Walk-A-Thon was a great success. Special thanks to the many volunteers that made this event so special.

Our strong partnership with the Douglas Police Department and Douglas Fire Department continued again this year. "Officer Phil" taught our young students about "stranger danger". Fire Prevention week kicked off the SAFE program for our third graders. Our students learned the importance of smoke detectors, home escape plans, and ice safety. The SAFE program culminated with a trip the fire station and a graduation program.

Foreign Languages continued to play an important role in our curriculum. We have expanded our program to include all grade levels. It was particularly exciting to witness the tremendous growth of all our students as they moved closer to becoming bilingual!

I would also like to take this opportunity to thank all of our parents who generously donated their time by volunteering in the classrooms, in the library, and committees, and to chaperone field studies. These partnerships with parents are greatly valued for the strong link they provide between school and home.

Respectfully submitted,
Jeffrey J. Marsden
Principal

Early Learning Center

29 Depot Street
508-476-4035

With the continuing support of the Administration and School Committee, the Department of Special Education provides a comprehensive array of services that is designed to meet the individual needs of students identified eligible for special services from the ages of 3 to 22 years. Programs offered include: an integrated preschool, resource rooms at all levels, speech and language therapy, physical therapy, occupational therapy, vision therapy, music therapy, adaptive physical education, behavior consultant, vocational workshop, alternative transitional vocational experiences, and integrated support services for regular education classrooms. With a commitment to provide the highest quality of special educational services, in the least restrictive environment, this department continues to be successful in servicing students within the Douglas Public Schools. However, as the community undergoes substantial growth, students continue to move into the district with special education service plans that tax existing delivery systems. Also, referrals from Early Intervention for young children in need of services when they turn three years of age continue to increase, along with the severity of involvement, generate an ever growing need for additional services and possible outside placements. The ability to provide ongoing quality services to special needs students within community based programs is a direct result of the high level of professional skills, the dedication of staff and continued administrative support for these programs as well as a comprehensive approach to supporting regular education. An example is the Elementary School's Building Education Support Team (B.E.S.T.), which was developed in cooperation with the regular education teachers, special education teachers, and building Principal continues to offer comprehensive support services to assist all classroom teachers in meeting the individual needs of their students directly in the regular classroom. Within this cooperative framework, both students and community benefit, as the Douglas Public School's implements the state mandate of providing appropriate education services in the least restrictive environment.

The Preschool program continues to meet with great success in providing an integrated preschool experience for the children of Douglas, as well as offering classes in a non-integrated setting. The program continues to expand and served 150 students this school year. Tuition payments and federal grants continue to support the preschool program, which in effect, is a free-standing preschool operating under the jurisdiction of the Public School.

Along with my full time responsibilities as Director of Special Services, I continue to work full time as Early Childhood Coordinator and am responsible for all early childhood staff in Childcare, Before and After School, Preschool, and Kindergarten Programs servicing a total of 380 children. The Douglas Public School Childcare Program continues to offer extended day programs for both Preschool, Kindergarten and before/after school programs for preschool, kindergarten, elementary and intermediate/elementary students as well as an infant program for staff and community children . Our childcare program is open from 7:00am to 6:00pm and can accommodate any combination of requests for full-time or part-time childcare services from preschool to Grade 7. We also continue our participation in a state funded Community Partnership grant for Early Childhood programs. The childcare programs are curriculum and activity based and continue to be supported by tuition paid by the participants and is totally self sufficient.

With the opening of the new High School, the Early Childhood Center was able to relocate all kindergarten classes into the Center. The Early Childhood Center houses four Kindergarten classrooms, along with an office area, has a separate entrance and an elevator which makes the whole building handicapped accessible. All Preschool and Childcare classes were moved to the portables outside of the Intermediate Elementary School. The Douglas Public Schools continues to offer a Full Day Kindergarten program on an elective basis. The full day program was extended to all incoming Kindergarten students and forty (40) parents chose this option. The full day program was tuition based and a total of two (2) full day classrooms were established. The program was very successful and will again be offered for the 2004 – 2005 school year.

Finally as in the previous fifteen years, on behalf of the Special Education and Early Childhood staff, I would like to extend my continuing appreciation for the community's support and to personally express my conviction that it is a privilege to be directing the services for the children of the Douglas Public Schools.

Respectfully Submitted,
Michael Masny
Director of Special Services
Early Childhood Coordinator

Guidance Department

We herewith submit the Annual Report of the Guidance Department for the Douglas Intermediate and High Schools servicing grades 4 through 7 and 8 through 12.

The Guidance Department entered the 2003-2004 school-year with one guidance Director/Counselor for the previously mentioned schools, one guidance counselor for grades 4 through 7, one school Adjustment counselor/Psychologist/counselor for grades 8 through 12, and one part time counselor for grade 10 and part of grade 9. The total enrollment for the 2003-2004 school-years for the grade levels serviced by the previously mentioned staff totaled approximately 970 students.

The 2004 Senior Class graduated 60 students. Eighty four percent of the students went on to further their education at four year colleges; 2 year or Technical colleges and Universities. Eight percent joined the work force, five percent entered the Armed Forces and three percent remained undecided to their future plans. The class of 2004-2005 will increase to 90 students. Our high school population will increase to between 75 and 88 students to approximately 520 students. This will be an overall increase of sixteen percent.

The breakdown for the guidance personnel was as follows: Director of Guidance: Serviced all grades as chairman of the department, setting up and overseeing all programs and services offered to the students in grades 4-12. Served as guidance counselor for grade 11 and 12. Met with all students individually and in groups to cover a series of topics from grades, credits, course sign ups, to future plans. Handled the college search and career search process along with the filling out and mailing of the college applications and the financial aid programs for seniors and their parents. Administered and was in charge of the PSAT and AP testing programs along with advising students concerning the ACT and SAT testing programs. Established the school master schedule for all students and staff in grades 8 through 12 and was responsible for all budgeting procedures and ordering for the guidance department. Supervised the guidance staff and continued to act as a mentor and supervising teacher for an Intern from Cambridge College. With Mrs. Stone going on medical leave Mr. Meomartino also took on a number of responsibilities in the front office to help and support Mr. Kustigian.

The Guidance Counselor – Grade 4-7 – Carol McCormick was responsible for servicing students in grades 4 through 7. She worked with the staff and administration to provide classroom group and individual counseling in a number of areas which will be listed in the programs we provided as a staff on the last few pages of this report.

The Adjustment Counselor – Grades 9-12 – Jessica Hurley worked with students through individual and group counseling sessions who had special needs and concerns that needed to be addressed by a person with experience in psychology and adjustment counseling. She also services the 8th grade and part of the 9th grade as their regular guidance counselor, meeting with them in groups and on an individual basis when necessary to discuss areas such as grades, career choices and future schedules. She also conducted testing for the Special Education Department.

Guidance Counselor – Grade 10 and part of grade 9 – Genie Stack worked with students on an individual basis as their regular guidance counselor. She also covered areas related to careers, credits, grades, and future college plans. Mrs. Stack also served as a teacher for the Special Education Department in the resource room. She also was responsible for the organization and running of the MCAS testing program including the retesting of students who had previously failed the test.

Students need to accumulate 114 credits to meet graduation requirements. Eighty four credits must come from required core courses in the following areas: English –20 credits, Math – 15 credits, Science – 10 credits, Social Studies – 20 credits, Computers – 5 credits and Physical Education/Senior Seminar/Health – 14 credits. Because of future MCAS requirements students must now take four courses in social studies instead

of three. The necessary number of remaining credits, required for graduation, are accumulated from a diversified list of both core courses and elective courses that meet the students needs, interests and future educational plans. Students who complete the required courses and proper elective courses in a successful manner will meet the entrance requirements for many four year, and two year colleges along with technical and training schools after graduation.

The minimum passing grade remains at 65. However our recommended grade to meet the requirements established by many four-year colleges, including our own state colleges and universities is 85. Students must carry six academic courses or the equivalent, plus physical education. Freshman and sophomores must also include health in their schedule and pass the course to meet graduation requirements. Seniors must take part in a half-year course called Senior Seminar that covers a number of topics to help them cope beyond high school.

Seniors also had the opportunity to take part in our Work study/Job Shadowing program. We currently have more than twenty students in this program. Each student works at job sites for credit. They have the opportunity to experience first hand a career they wish to pursue after high school. In many cases they continue training in those areas after graduation. Mrs. Stack oversees the program and handles all the placements and communication with local businesses and organizations. In many cases, students work at locations the last two periods of the school day. Unfortunately this program will not run next year due to short staffing.

We continue to offer courses and programs that go beyond the regular classroom situation. Our Child Development Internship Programs and our World Language Internship Programs allow our students to work in a classroom setting with young children in our Day Care, Preschool and Kindergarten.

Students planning to go on to four-year state colleges and universities are informed of the minimum requirement to be considered for admission. They are as follows: A student must have a grade point average of 3.0 or better. If a student does not have these grades they then must meet the required SAT score set forth in the state standard to be considered. The SAT scores are part of a sliding scale based on a students GPA. Students are also encouraged to take the ACT's in their Junior and Senior years.

Students must also have the following minimum courses:

- 4 years – College English
- 3 years – College Math (Alg. I, II and Geometry)
- 3 years – College Science (2 Lab Sciences)
- 2 years – College level Social Sciences (US History, Government)
- 2 years – World Language (Some language)
- 2 years – College Electives (usually from above areas)

In many cases, students need beyond the minimum to be considered. Private colleges and out of state programs will set their own standards. In most cases dealing with four-year colleges, the requirements are very similar. Students are advised to take as many college preparatory courses as possible including Honors and Advanced Placement classes. They are encouraged to take SAT I and in some cases SAT II. Students are given the opportunity to take a prep class to help them prepare for these testing

programs.

Our intermediate students are being given a new version of the California Achievement Test which is in line with the MCAS testing program. From these results a number of 7th and 8th graders have the opportunity to become a part of the Johns Hopkins University Center for Talented Youth program. The are allowed to take SAT's as 7th and 8th graders. Many students score high enough to be recognized by the CTY program and are invited to forums and programs designed for the talented and gifted student. Ms. McCormick and Mrs. Hurley oversee this program and offer evening meetings to explain the program to parents and help with the application process.

Students in both our Intermediate and High School took part in the MCAS testing program. We had favorable results and continue to improve our overall scores. Students needing help in the math or language arts areas, which a student must pass in order to graduate from high school, were given the opportunity to take part in our MCAS remedial programs during the class day. Students had the opportunity to come out of their elective courses or their physical education and health classes.

This program continued this year and has been very successful. The Guidance Department with the help of College Access Online conducts a number of informative evenings for all students. The list is as follows:

Senior/Junior Parent Nights
Early College Awareness Programs
Financial Aid Night
Individual Appointments for Financial Aid
8th grade career and College Awareness programs
9th grade career search, college search

We also have a computer program called EXPAN, which allows our students the opportunity to do personal portfolios, search careers, search college, search for scholarships and allow parents the opportunity to do an estimated EFC (Expected Family Contribution) for college. Sophomores, juniors and seniors are given encouragement and the help necessary to apply and take the PSAT's in grades 10 and 11 and the SAT's in grades 10, 11 and 12. Douglas administers the PSAT to students in October.

Students in our 8th grade are given the opportunity to meet with representatives from Blackstone Valley Tech. Interested students are then taken on a tour of the school. Mrs. Hurley helps each student through the application and interview process. Students receive many services, ranging from individual appointments in grades 8 through 12 to review their folders, discuss grades, future plans and to provide help and direction with any concerns or problems they may have. Group meetings are also conducted at all levels. Counselors go into classrooms, meet with teams of teachers and individuals to provide the necessary services each student requires. Students in the 8th grade are given booklets from Woodburn Press concerning careers, college and getting good grades. Counselors go into the classroom to go over these booklets.

The following is a list of programs or services our department provided for our students and parents during the past year.

1. Individual and group adjustment counseling
2. Individual meeting grades 9-12 (review student folders)
3. Individual meeting grade 8 as needed, group meeting to review folders
4. Crisis intervention services for students, family and staff
5. Provide mediation services to students in order to facilitate conflict resolution skills
6. Provide a SAT (Student Assistance Team) to review referrals and provide intervention programs for student, teachers and parents
7. Meet with 8th grade team to discuss and provide student services
8. Parental Support Services
9. Outside Referrals
10. Work with community agencies
11. Job Shadowing Day
12. Help with students course selection
13. Provide help for students and conduct programs in the following testing areas. CAT', PSAT, SAT, AP Exams, Johns Hopkins Program (CTY)
14. Give AFL/CIO scholarship test
15. Select Hugh O'Brien Leadership Representative & Mass Star Leadership Representatives
16. Select Bausch and Lomb Science/Math winner & Kodak Young leaders University of Rochester Humanities/Social Science Award
17. Provide help with the Blackstone Valley Tech selection process
18. Peer Mediation Program
19. College Awareness nights
20. Parent nights
21. Financial Aid nights
22. 9th grades career, college
23. Bring in college representatives to speak to students
24. Bring in the Armed Services representatives
25. Take students to college fairs
26. Governor's Highway Safety Bureau Program-MAAD presentation
27. Administered the Harrington O'Shea Career Decision Maker to the 10th grade
28. Organized a group of students to start a SAAD Chapter. Organized the click It or Ticket Campaign and the MADD video presentation.
29. Peer Leadership- Coordinated a training workshop on March 6th for two advisors and 15 students. Additional meetings held after school and during Activity blocks.
30. Organized field trip for Peer Leaders, 10 students, to the Massachusetts Peer Helpers Association Annual Conference at Dean College (March 16th)
31. New England Tech Tour for 35 students (Dec. 18th)
32. Attended Professional Day for Guidance Admin. And counselors discussing the new Massachusetts State Model (March 19th)
33. Scheduled and supervised field trip for 32 students from Anatomy/Physiology class to UMASS Medical to view the Anatomy Museum and Animal Medicine Dept.
34. Scheduled, administered and collated all MCAS materials: Scheduled staff and students, filled out all appropriate forms, unpacked and organized all materials, and counted and packaged all materials for return.
35. Scheduled, administered and collated all MCAS Retests (Nov., March and May)
41. Scheduled staff and wrote curriculum for the Advisor/Advisee program for the 8th grade through the year.

36. Hosted a guidance forum on March 12th after making arrangements for two speakers – Craig Maxim from FCP in Whitinsville discussed their services and Bob Meomartino discussed counseling seniors.
37. Administered Work/Study Program and Job Shadowing Day for Juniors.
38. Administered vocational inventories to all 8th grade students
39. Coordinated a two-part presentation on "Bullying and Harassment", provided to all 8th and 9th grade students by representatives from Wayside Youth and Family Support Network of Milford, Massachusetts.

Carol McCormick who is the counselor for grades 4-7 at the Intermediate School did the following programs with the students this year:

- Individual and small group counseling – grades 4-7
- Attend team and special education meetings as needed
- Taught Character Education classes – grades 4-7
- Student Assistance Team Coordinator
- Organized Terra Nova – CAT Complete Battery Plus – 10/27/03 – 10/31/03
- CTY – Johns Hopkins University Center for Talented Youth – assist 7th grade students in registering for the SAT's; parent meeting for 7th and 8th grade students with Jessica Hurley on 10/27/03.
- Organized Mix-It-Up Day thru Teaching Tolerance on 11/18/03
- Wayside Trauma Intervention Services – addressed 7th grade classes on bullying, healthy relationships, cycle of violence – 4/6/04, 4/7/04
- Assisted with MCAS makeups

Above all we try to provide the necessary services for students and parents through meetings, phone calls and programs, which will enable our students to have a successful and rewarding experience as they progress through school. We continue to look for ways to reach out to our community and improve our department and ourselves.

Our department works closely with the teaching staff, the administration, the parents, and students to provide the best possible services for our children. Our primary concern is the student and we hope to continue to add programs that will enable us to best serve the children of Douglas. With the addition of a new school the structure of the department has changed for the 2003-2004 school year with programs and services being offered to students, with the same high standards and results we have been able to attain in recent years.

Respectfully submitted;
Robert Meomartino
Guidance Director

CLASS OF 2004
DOUGLAS HIGH SCHOOL

Amanwil Armanious
Melissa Beane
Geofrey-Nicholas Blake
Patrick Bloomfield
Jeffrey Bolen
Ashley Boucher
Bethany Bourdon
Timothy Brothers
Jennifer Brown
Lucas Brundage
Andrew Cahill
Harold Carter
Michael Collins
Nicole Conza
Michael Coyle
Casey Cutchins
Kimberly Davis
Matthew Dempsey
Nicole Dickson
Lindsey Donais
Robert Doyon, Jr.
John Dyer, Jr.
Michaela Farrell
Kristy Frasier
Heather Furno
Aaron Gelinas
Ashley Gigarjian
Kevin Glode
Andrew Gover
Michael Killoy
Shannon Lampen
Gabriel Lebel
Amanda LeClaire
Kyle Ledoux
Nathan Legassey
Nicole Libbey
Ian MacLeod
Kristin Maki
Laura Markle
Jaime Marks
Kayla Marot
Jessica Mattscheck
Daniel McDonald
Sean McGauley
Brandon Menard
Todd Migliacci
Melissa Miles
Amanda Miller
Michael Montanari
Joshua Oliver
Matthew Poulin
Jonathan Remkus
Jessica Rennell
Michael Rosati
Kristina Rowden
Samantha Scott
Charles Smith
Daniel Soderberg
Stacy St. Louis
Jessica Vaillancourt
Jenna Yacino

School Nurse

The Douglas Public Schools employ four full time Registered Nurses, one in the high school, one in the Intermediate Elementary School, one in the Elementary School and one who shares her time between the Early Learning Center and the Preschool Center. The Intermediate Elementary School Nurse has a dual role as the Health Services Director. This position was funded by the Enhanced School Health Services grant from the Massachusetts Department of Public Health.

Together the nurses oversee the health and well being of over 1500 students from preschool to grade 12 and serve as a resource to the staff for health related questions and concerns. They also evaluate students from the Day Care at the request of the director. During the FY '03-'04 school year, the number of students and staff evaluated and treated in each building is as follows: High School – 6,002 total visits; Intermediate Elementary School – 4,987 total visits; Elementary School – 3,665 total visits; and the Kindergarten and Preschool – 374 total visits. Total visits consist of screenings, health and illness evaluation, injury treatment, immunizations and communicable disease

surveillance, wellness promotion, health education, medication administration, parental contact and others.

The nurses assisted in the Town of Douglas Employee Health Fair by offering a blood pressure screening. The high school nurse organized and ran a very successful Red Cross Blood drive that students, staff and community members participated in. The Health Services Director, along with the Douglas Public Health Nurse, were trained and certified as members of the Small Pox Vaccination Team, in the event of a bio-terrorist attack.

Hearing and vision screenings were conducted for all students in Kindergarten through grade 3, and in grades 4, 5, 7 and 10.

Postural screening exams and follow up are done on all students in grades 5 and 9 with the assistance of the Physical Education teachers.

The nurses investigate all accidents and injuries that occur during school hours and render medical attention to those requiring it. Follow up recommendations are made to the Principal of each school.

The nurse at the Elementary School offers a weekly fluoride rinse to all students who wish to participate. This year 70 % of the total enrollment took part in this program.

The Intermediate Elementary School nurse and the High School nurse performed height and weight surveillance on students in grades 7 and 8 as part of the Department of Public Health "Planet Health" grant. They also helped to facilitate the survey portion of this grant. This data completed the school district's participation in the Planet Health grant.

All nurses collected monthly statistical data, which was then compiled and sent to the Department of Public Health by the Health Services Director. This data supported the funding the Douglas Public Schools received from the Enhanced Health Services grant. This grant was partially funded for the 2003-2004 school year, after having been cut from the DPH budget in January 2003.

Respectfully submitted;
Douglas School Health Office

Blackstone Valley Vocational Regional District School

Students, citizens make difference ...

Who makes Blackstone Valley Regional Vocational Technical High School what it is today?

First, and foremost, it's the students. They travel from thirteen contiguous towns to energetically meet the diverse challenges and high expectations of Valley Tech's faculty, staff, and administrators. The students choose to seek a dual major educational experience, pursuing excellence not only in academics, but also in a vocational technical field. The demands placed upon students are numerous, yet they excel, and everyone in the Blackstone Valley Vocational Regional School District is justifiably proud of their achievements.

Without the continuous support of town officials and taxpayers throughout the District, Valley Tech students simply would not have that chance, and we are grateful for the endorsement which the citizens of Bellingham, Blackstone, Douglas, Grafton, Hopedale, Mendon, Milford, Millbury, Millville, Northbridge, Sutton, Upton, and Uxbridge have shown their vocational technical school system. Valley Tech belongs to more than 140,000 people who make an investment on which the system works tirelessly to provide a strong return.

We aim to not only give students the opportunity to pursue a wide range of post-secondary educational paths, but to teach them vocational technical skills should they opt to enter directly into today's highly-competitive workforce.

Results define success, and during the 2003-04 school year, Valley Tech was recognized on the national and state level for its benchmarked accomplishments and strategies. We share with you executive style summations and more in this report, which is respectively submitted by the Blackstone Valley Vocational Regional School District School Committee and Superintendent-Director Dr. Michael F. Fitzpatrick.

This is our mission ...

To provide, in a safe learning environment, integrated academic and vocational technical skills, empowering each student to achieve world-class educational excellence, diverse career opportunities, and individual success in an ever-changing global society.

A letter from the Superintendent-Director ...

As you read this report which summarizes the highlights of our fiscal year, July 1, 2003 – June 30, 2004, you will find that it was anything but a typical year at Blackstone Valley Tech.

During FY04, your vocational technical system received three prestigious national awards, served as a host for recognition as a 2003 Commonwealth Compass School, had 100 percent of our graduating class earn competency determination on the MCAS tests, were visited by one of the top education officials in the country, underwent two extensive and comprehensive reviews by state teams, and were invited to make presentations at the National Principals Leadership Institute and national High Schools That Work Annual Staff Development Conference. This was in addition to the normal day-to-day operation of your vocational technical system, which had few interruptions while construction crews worked in and around the campus on our ambitious yet cost effective $36 million expansion and renovation project.

We have garnered praise and recognition for the impressive achievements of our students, who have embraced the innovative initiatives and practices put in place by dedicated and hard-working teachers, staff, and administrative team members. At Valley Tech, we are committed to meeting the needs of each student to ensure success in an ever-changing global workforce environment. Our students must master complex skills and competencies to compete for employment in today's high-tech driven world, and while our students are constantly improving their academic scores, our focus on vocational technical training has not wavered. Rather, our integration and across-the-curriculum approaches have proven to be externally recognized models of success.

Every taxpayer in our thirteen district member towns should feel a sense of pride that their investment is providing a substantial and measured return. We continue to explore alternative sources of revenue, once again eclipsing the $1 million mark in grants, awards, and rebates. Soon after the fiscal year ended we received notice that we have been assured an installment of $500,000 as part of a $650,000 Green Schools Program grant from the Massachusetts Technology Collaborative for the many cost efficient and environmentally sound aspects of the expansion and renovation. These measures will improve the health, productivity, and working environment of our students and staff.

While our accomplishments are satisfying, we strive for higher goals, and recognize fully the need to keep our public well informed.

Best regards,
Dr. Michael F. Fitzpatrick
Superintendent-Director

A Whole New Look ...

When the 2003-04 school year began, the outside view of Valley Tech had a much different appearance. During the next nine months, sections of the inside and outside of the existing campus changed dramatically. Modifications took place without any significant loss of instructional time due to construction or renovation work.

The $36 million expansion and renovation project, approved timely by all of our district member towns, remains on target. It not only includes the addition of more than 80,000 square feet, but major renovations to the existing forty-year-old facility. Once completed in the fall of 2005, this major endeavor will allow us to add three vocational technical programs, gradually increase our student body, and continue to provide a high-quality

educational experience for our students.

We are encouraged by notification that Valley Tech will receive $500,000, the third installment of a $650,000 grant from the Massachusetts Technology Collaborative as part of the Green Schools Program. The MTC, which is the state's development agency for renewable energy, considered Valley Tech's numerous energy efficient and environmentally friendly aspects worthy of the grant. Our higher construction design standard made us eligible for other grants and rebates as well.

"We all do our share to move this forward, and this all happened by teamwork and cooperation," said Mr. Richard Brennan, Assistant Superintendent-Director/Principal.

During FY04, construction crews worked on the additions made to the outside of the existing building that included the "pods" to each vocational technical shop which contain additional storage space and locker rooms and rest rooms for males and females. Also, extensive work on the new fourteen-room academic wing and competition center was completed, even throughout the bitter cold winter months. That set up an ambitious schedule for the summer.

"We have met every deadline to date, which I believe is unusual for a school building project in the state of Massachusetts," Project Manager Mr. Robert Gilchrist said in June. "We dug up the site, and then had it paved last August before the students returned. What is now the HVAC/R shop was renovated and they were able to move in right away last fall. The new boilers were installed and were up and running before the start of the heating season. And the Painting, Decorating and Property Maintenance program was able to move into its brand new shop 30 days ahead of schedule."

While much remains to be done, our district stakeholders have been assured that our designs will provide them with a long-term savings in the years to come.

Your system in the national spotlight ...

Valley Tech is drawing attention.

"Ladies and gentlemen, you have won the Super Bowl of school awards," Dr. Lew Smith, Associate Dean of Program Development and Outreach at Fordham University's Graduate School of Education, said when presenting the 2004 National School Change Award to Valley Tech.

The National School Change Award is given to systems that during the previous ten years demonstrate significant change and progress in overall structure, programs, initiatives, and student achievement. The award was presented by Fordham University, the American Association of School Administrators, and Pearson Education.

The National School Change Award gave us a "Triple Crown" in that it was the third national award received during FY04. Valley Tech earlier was recognized by the AASA with the Leadership for Learning Award and the President's Technology Award.

The National School Change Award included a $5,000 grant and Assistant

Superintendent-Director/Principal Mr. Richard Brennan was invited to give a presentation during the Seventh Annual National Principals Leadership Institute in New York City. Valley Tech was the only high school among the six 2004 award winners. More than 300 schools from 39 states have been nominated for the award in its five-year history.

"Everyone was part of this success," Mr. Brennan said. "We accepted the award not just for the work that staff and administrative team members have done, but on behalf of the students and community in our thirteen towns as a whole. They should all be proud."

Valley Tech was one of only three schools in the United States to receive a Leadership for Learning Award from the AASA. The award, won in the Rural category, recognized Valley Tech for making significant contributions toward the improvement of student academic achievement. The award honored our integration partnerships with local elementary and middle schools.

The President's Technology Award was given to eighteen schools throughout the country for those that demonstrate vision and leadership in education technology, and integrate technology in all aspects of daily learning and the school environment.

According to AASA officials, Valley Tech was first school system to receive both national AASA awards in the same year.

More recognition ...

"Once in a while, you find an island of excellence like Valley Tech."
Mr. Hans Meeder
Deputy Assistant Secretary
Office of Vocational and Adult Education
United States Department of Education

In May, we were honored to host one of the top officials in the U.S. Department of Education, Mr. Hans Meeder. Secretary Meeder took time from his duties and his busy schedule during his brief visit to New England to see our campus while also talking to administrators, staff, and students. He was impressed with the daily operation, programs, and innovative initiatives implemented.

"We had identified how great Blackstone Valley Tech was doing and said we had to get up there and see how they're doing it," Secretary Meeder said. "It is important to note that this school went from 600 total students to nearly 600 applicants for its ninth grade class in a 10-year period. The students have voted with their feet. Students want to be here."

Secretary Meeder requested further information from Valley Tech officials to take back to Washington, D.C., following his remarks to the Annual Statewide Conference sponsored by the Center for Technical Education at the University of Massachusetts-Boston.

"They have solid academics and career awareness at Valley Tech," Secretary Meeder said. "They are not shortchanging their students. They are giving them the full package

to make their career choice, whether it is a traditional four years of college, two years or going to work."

At the National School Change Award ceremonies in New York City, Secretary Meeder was present to honor Valley Tech and the other five award-winning school systems.

"Being able to see first hand the value that a rigorous and relevant academic and technical skill education can bring to students is invigorating as we continue our work at the U.S. Department of Education," Secretary Meeder said of Valley Tech. "As we look to the future of career and technical education, I believe that schools such as yours will serve as a compass to guide others in their journey toward excellence for all."

Valley Tech under the microscope ...

In addition to the awards and serving as host for educational leaders from throughout the state as part of its distinction as a 2003 Commonwealth Compass School, the system underwent reviews by the Massachusetts Department of Education Coordinated Program Review committee, the Massachusetts Office of Educational Quality and Accountability, and the New England Association of Schools & Colleges Commission on Technical and Career Institutions.

A few highlights from the Two-Year Progress Report from NEASC:

- The school is to be commended for the extensive expansion and renovation projects currently under way which address numerous CTCI recommendations and provide state-of-the-art facilities for the students served by the school.

- The administration and staff are commended for increasing the number of applicants over 75 percent while increasing acceptance standards. (Valley Tech had more than 520 applications for 240 openings for the Class of 2008).

A few highlights from the Coordinated Program Review:

- The district's commitment to educating students in the least restrictive environment affords all students full and equal access and participation in the academic and vocational technical curriculum and in extra-curricular activities.

- The district has developed a continuum of services, including teacher-teacher and inclusion classrooms, academic and vocational aides and significant reading support services that offer students a wider spectrum of options within the general education, vocational and special education programs.

- The district has successfully integrated the areas of reading, writing, mathematics, study strategies, respect and career development across the academic and vocational curriculum.

- The close collaboration between the general education, vocational technical and special education staff has created an educational environment that fosters a high level of respect between student and staff and promotes ongoing communication and networking to ensure that the diverse needs of the student population are met.

Our students continue to shine ...

The Valley Tech Class of 2004 became the first from any vocational technical high school in the Commonwealth to have 100 percent of its members achieve a passing grade on the state-mandated, high-stakes Massachusetts Comprehensive Assessment System tests. Valley Tech had the highest passing percentage of any of the 26 vocational technical high schools in the state on the MCAS tests, a graduation requirement. On the heels of the Class of 2003 having 99.5 percent pass, Valley Tech students are proving that they can excel academically while devoting half their school time to competency based and validated vocational technical studies. We were notified by the Massachusetts Department of Education that Valley Tech students had met Adequate Yearly Progress in the Performance Ratings. Under the accountability provisions of the federal No Child Left Behind legislation, schools are required to make progress toward all students achieving the proficient level in English and Mathematics by 2014. The AYP findings are part of the new framework that merges existing state regulations with those now required by NCLB.

Once again Valley Tech students brought home plenty of hardware from the SkillsUSA district and state conferences, and three students qualified for the national conference in Kansas City. Valley Tech students earned nineteen medals, including six gold medals, at the districts. At the state level, Valley Tech won seven medals, including three gold medals. Jason Irr of Millbury, Matt Kamfonik of Blackstone, and Erik Macchi of Douglas won state gold medals and were invited to compete in the national competition. At the national conference, Irr finished eighth in the Principals of Technology competition, while Kamfonik finished eighth in Collision Repair Technology and Macchi finished 13th in Technical Drafting. SkillsUSA is a national organization that provides education experiences for vocational technical students in leadership, teamwork, citizenship and character development.

The Valley Tech Robotics Team celebrated its tenth year of competition in grand style. Valley Tech captured a regional competition in Florida, earning a berth in the nationals in Atlanta, where the team finished among the top 16 in the country. Valley Tech also finished first in two competitions in the Northeast – the Beantown Blitz in Boston and the Mayhem on the Merrimack in Tyngsboro. In the final competition of the year, Valley Tech advanced to the Eighth-Finals before being edged out of the BattleCry@WPI in Worcester. In Florida, co-advisors Mr. Michael Norton and Ms. Christine Gniadek and the students were also honored with the Judges' Award for the robot's basic and sturdy design, efficient use of materials, and consistent performance.

The Graphics Communications Industry of Rhode Island bestowed nine awards, including four first-place ribbons, on the Graphic Arts Department of Valley Tech and

Kayla Shay of Grafton was chosen Outstanding Student. The GCI gave out 60 awards in 24 categories during its Gallery of Printing Excellence.

Other achievements ...

The nationally renowned JASON Project was again an integral across the curriculum learning experience for our students. Under the direction of Ms. Janice Muldoon-Moors, Valley Tech students focused on the national theme of "Rainforests at the Crossroads." Valley Tech students from several vocational technical programs worked on numerous interactive learning activities with local elementary school students.

For the first time, Valley Tech students participated in the University of Massachusetts Secondary School Model United Nations at the UMass campus in Amherst. Valley Tech students gained first-hand experience and knowledge in the workings of multinational organizations. Valley Tech was one of seventeen school districts, including two from New Hampshire, to take part in the seminar.

Valley Tech's contribution to a cooperative invention was rewarded when the group was given a long-awaited United States patent. Manufacturing Technology vocational team leader Mr. David Lewis, former student Bruce Smith of Grafton, and Dr. Stephen L. Gaffin and Sgt. Michael Koratich, both of Natick Laboratories, received a patent for their "Temperature-Regulated Cell Perifusion Chamber." The invention is an attachment that allows for the observation of cells under a high-powered microscope. The observation of the cells may take place for several hours to several weeks without losing any sterility and maintaining optimal temperature control.

The school's Safety Committee reached a long-term project goal by obtaining, through the generous donations of several banks, school committee members, and private individuals, a defibrillator to have available on campus. The safety committee is working toward obtaining additional vital safety devices to place in other locations of our expanded building.

The Automotive Technology program was notified by the National Automotive Technicians Education Foundation Board that it continues to meet the high standards of quality education as certified by the National Institute for Automotive Service Excellence.

For the third straight year, Valley Tech hosted a "Day of Peace," inviting student committees from other schools in the area to join in workshops that promote respect and cooperation among people from different backgrounds. The well-attended workshop was organized and directed by the students. The Valley Tech students are members of Peer Leaders and Team Harmony/SADD.

During the spring, twenty exceptional Valley Tech students were inducted into the James S. Mullaney Chapter of the National Honor Society. The students chosen were selected by the Valley Tech Faculty Council.

Establishing working partnerships ...

Valley Tech was honored to host Mr. Michael Ruettgers, Chairman of the Board of Directors at EMC Corporation, when his company formally donated a valuable

CLARiiON storage system and software to the Electronics Program. Mr. Ruettgers also applauded the Valley Tech Robotics team for its success. EMC has been extremely supportive of the Robotics Team and the vocational technical programs at Valley Tech.

"The support of such successful companies as EMC plays an integral role in our ability to provide our students hands-on experience with the latest technological innovations that they will encounter in the workforce upon completion of their studies and training at Blackstone Valley Tech," Superintendent-Director Dr. Michael Fitzpatrick said.

As part of Valley Tech's association with the Automotive Youth Educational Systems, BMW of North America and Foreign Motors West of Natick donated a BMW 740IL for instructors and students to use on a daily basis as a training and learning tool. Mr. Larry Demski, East Regional Aftersales Manager for BMW of North America, was on hand to donate one of the most sophisticated vehicles on the road today. Four Valley Tech students worked at dealerships last year through the AYES program, which is funded and managed through the Mass. State Auto Dealers Association.

The Massachusetts Association of School Committees gave its Outstanding School Partner Award for 2003 to Milford-Whitinsville Regional Hospital for its operation of the Valley Tech School Based Health Center. The hospital has supported a variety of student wellness initiatives since forming the first rural school based health center in the state at Valley Tech several years ago.

The Superintendent's Dinner, the school's annual fund-raiser, sold out early and again reflected why it has become one of the most popular events in the region. At the dinner, the Valley Tech Education Foundation, which aids in improving the quality of education at Valley Tech through support for curricula, programs, services, technology training, and scholarships, held its annual raffle that featured an impressive list of gifts and prizes. The Foundation also held its annual golf tournament this spring with more than 100 participants.

Valley Tech hosted its annual US FIRST Lego League competition for middle school students. The Lego League competitions are similar to the US FIRST Robotics competitions on a smaller scale and expose students to the possibility of careers in engineering.

Seeking out Grants/Awards/Rebates

We continue to seek non-taxpayer funds by aggressively pursuing grant opportunities, donations, and alternative sources of income. We exceeded the $1 million mark. Proposals have been submitted for additional funding, including a $100,000 request to the Upton Community Preservation Commission for athletic field development of a parcel of land donated to the district, a $16,875 request for Dept. of Environmental Protection funds for environmental awareness activities on the same land, and an $80,000 request to the Dept. of Public Health for support of our School Based Health Center initiatives.

GRANTS / AWARDS / REBATES LISTING FY04

GRANT TITLE	AMT
Academic Support Services	$12,100
BVCC Ed. Foundation - "Designing a Nature/Recreational Center"	$2,500
BVCC Ed. Foundation - Manufacturing Technology	$5,000
Commonwealth Compass Schools	$10,000
Exemplary Models for Student Success	$89,035
Perkins Occupational Ed/Vocational Skills	$180,064
Program Review Preparation	$3,000
Renewable Energy Trust Fund's Green Schools	$130,000
Special Ed 94-142 Entitlement	$188,453
Special Ed Program Improvement	$6,316
Title I	$75,740
Title I Achievement	$17,663
Title II Educator Quality	$22,574
Title II Enhancing Technology	$1,841
Title IV Safe & Drug Free	$2,994
Title V	$3,060
Valley Tech Educational Foundation Mini-Grant - "Aviation Club"	$1,000
Valley Tech Educational Foundation Mini-Grant - "VICA"	$1,000
Valley Tech Educational Foundation Mini-Grants: "Designing a Nature and Recreational Center" ($1,000) "Motor Sports Technology" ($1,000) "One Click Away" ($500) "Books Alive" ($500)	$3,000
Perkins New and Improved Programs	$40,000
SUB TOTAL:	**$795,340**
OTHER GRANT AWARDS	
MetroWest Health Foundation	$50,000
School-Based Health Center/Milford Whitinsville Regional Hospital	$22,000
SUB TOTAL:	**$72,000**
AWARDS/REBATES	
President's Technology Award	$4,000
National Grid Schools Initiative/Mass. Electric Rebates - General Lighting	$68,925
National Grid Schools Initiative/Mass. Electric Rebates - Lighting Control and Design	$67,828
Anticipated ANP Blackstone Rebate – CO2 Mitigation through Energy Efficiency	$98,668
Anticipated NSTAR Gas Incentive Customer Rebate Program	$40,000
SUB TOTAL:	**$279,421**
TOTAL:	**$1,146,761**

A Look at the Numbers ...

The FY04 total operating budget for the district was $12,696,530. The Net School Spending requirement for the district was $8,405,562. This sum was funded through Chapter 70 Aid of $4,599,841 and Minimum Contribution requirements from the thirteen member towns totaling $3,805,721.

In the operation portion of the budget, but outside DOE net school spending areas, the district budgeted $608,351 for transportation costs, $52,000 for acquisition of fixed assets, and $383,436 for retiree medical coverage. This was offset by $285,671 in regional student transportation funds received from the state. In addition to their state-required Minimum Contributions, the member towns supported the school's operating budget with shared assessments for operations, student transportation, asset acquisition, and retiree medical. Ever mindful of overall municipal fiscal constraints and the state's economic status, the district undertook efforts to identify one time revenue sources in order to provide a credit of $626,500 to offset the towns' additional assessments.

The FY04 debt obligation for the expansion-renovation project was satisfied through separate assessments allocated among the member towns. Twelve of the thirteen towns are participating in the level-funded scenario designed to assist with long-range budget planning. We are encouraged by recent School Building Assistance legislation that will positively impact our communities.

The Valley Tech budget request for FY05 was approved by ten of the thirteen district member towns. The request asked for a modest increase of 3.39 percent over a level-funded FY04 budget. Valley Tech officials also agreed to reduce local assessments by a total of $100,000 due to an unanticipated windfall in regional transportation aid from the state.

On the sports front ...

Despite their studies and employment, Valley Tech students participated in athletics in record numbers during the school year. Most encouraging was the Valley Tech cheerleading squad capturing its first-ever Colonial Athletic League winter season championship. The girls volleyball team also captured its first CAL title, while the boys golf team won its sixth straight league crown and the boys and girls cross country teams won their fourth straight. We received the Fall 2003 Sportsmanship Award from the MIAA. The girls soccer, boys basketball and girls softball teams also made state tournament appearances. In lieu of fees, student-athletes enthusiastically raised more than $31,000 to support athletics, contributing to the more than $64,000 students raised for extra-curricular activities. In December, we retired the No. 22 basketball uniform of Alex Stansky, the brave young man who inspired us all. Alex graduated in May 2003, but died of a rare form of cancer shortly thereafter. A memorial golf tournament was held this year to support annual scholarships in his name.

School committee sets the tone ...

Dedication. Talent. Leadership. Success is only achievable when the school board sets a positive tone, and in our case that emanates from the thirteen individuals who comprise the Blackstone Valley Vocational Regional District School Committee. With a vast array of occupational experiences, committee members provide a wide range of expertise in seeking ways to enlighten and enrich the education of our students. This committee is overseeing one of the most exciting and rewarding eras in our history, while envisioning the plans in order to reach even loftier goals.

E. Kevin Harvey, Bellingham
Chairman
Gerald M. Finn, Millville
Vice Chairman
Daniel L. Baker, Uxbridge
Secretary
Michael D. Peterson, Mendon
Assistant Treasurer

William J. Pontes, Blackstone
John C. Lavin, III , Douglas
Anthony M. Yitts, Grafton
Robert S. Metcalf, Hopedale
Arthur E. Morin, Jr., Milford
Chester P. Hanratty, Jr., Millbury
Joan A. Gautreau, Northbridge
Mitchell A. Intinarelli, Sutton
Kenneth M. Pedersen, Jr., Upton

Dr. Michael F. Fitzpatrick
Superintendent-Director

Blackstone Valley Vocational Regional School District
65 Pleasant St.
Upton, MA 01568-1499
(508) 529-7758

In Memoriam ...

For 40 years, Valley Tech always knew Mr. Matt Krajewski would be there. Even when his health began to fail him, Mr. Krajewski insisted on continuing to serve as the Blackstone representative to the district school committee. For four decades, Mr. Krajewski dedicated his services to the taxpayers of Blackstone and the vocational technical students of the Blackstone Valley until his death in September 2003.

A machinist by trade, Mr. Krajewski had a special ability to blend his knowledge of manufacturing and the transition from the old mills to newer technologies with his practical business perspective. He was an effective politician and liaison in networking with the citizens of the Valley, but he was able to accomplish it without altering his personality. He was an old-fashioned town politician who gladly assumed the role of behind-the-scenes public servant. Even at age 84, he sought and won an unprecedented 31st term on the school committee.

"I doubt that anyone will ever be able to match Matt's length or depth of service," said Dr. Michael Fitzpatrick, Superintendent-Director. "Matt took pride in his role in making our school system a gem of the Blackstone Valley. Matt's lifelong advocacy for quality vocational technical education is a wonderful legacy."

Though he reveled in watching Valley Tech and its students grow and flourish, he was not one to have a predetermined stance on an issue. He would collect as much information as possible, even with a clockwork series of phone calls to the superintendent's office, and then he would formulate his opinion and position. He was deeply concerned with fairness and cost-effectiveness.

A recipient of the Massachusetts Association of School Committees' Lifetime Achievement Award, Mr. Krajewski served as chairman and vice chairman of the school committee, in addition to serving on the Budget and Negotiations subcommittees.

Mr. Krajewski joined the school committee at the district's inception in June 1963 and his continuous service set Blackstone apart in that it was the only town of the thirteen in the district to have but one representative. Mr. William Pontes, who retired in June 2003 after 34 years as a science and math teacher at Valley Tech, was appointed to serve as the Blackstone representative. Mr. Pontes knows he will never be able to match the longevity of his friend's tenure on the school committee, but he only hopes to serve with the same level of dedication.

Mr. Krajewski brought commitment, enthusiasm, expertise, talent, and sincerity, to the school committee. He was serious and conscientious, but he had a strong sense of humor. We have lost a true friend, and we shall deeply miss him.

Council on Aging

The Douglas Senior Center and Council on Aging strive to provide information, education, and enriching social interaction for seniors of the community. The programs that are offered are designed to meet the needs of the seniors in our community. These programs provide seniors the opportunity to get together and stay active. By working with seniors and their families, we are able to provide a connection to information that allows seniors to live longer and healthier lives at home. The resources we are able to provide supplies information and referral services to the population we serve. These

resources and information enable seniors and their families the ability to obtain services that will work for them to accommodate all their needs.

The Outreach program provides assistance to many of the seniors in town through a variety of resources. This programs goal is to keep seniors at home for as long as possible, by supporting them with services that are tailored to their needs .We work with seniors to provide information and obtain services for programs, such as Fuel & Food assistance The Outreach program provides & assists seniors in programs that are directly geared for the homebound population. By working closely with agencies such as TriValley Elder Service Agency and The Visiting Nurses Association, we are able to deliver referrals and access programs that support our growing number of homebound residents. We have a Friendly Visitor, Library, and Chore program that are specifically designed for our homebound population. Due to these programs we have seen a dramatic rise in the number of homebound seniors we are able to serve.

We work with numerous volunteers in the community. These volunteers provide assistance in a variety of senior programs. We have a wide range of volunteers which include students from the High school, active seniors, several Girls Scout troops, and Brownie troops, CCD Students from St. Denis and members of the community. These volunteers are essential in many of our programs. Our Meals on Wheels program, Outreach Activities, Chore Program, are dependant on these Volunteers. The success of these programs is due to commitment of our volunteers our volunteers.

The Senior Center is pleased to provide services that meet the needs of the seniors we serve as we continue to grow.

Sample of Programs that the Senior Center Offers:

- Outreach programs
- Movie day
- Osteo Stress Exercise
- Bi monthly Birthday parties
- Lunch Club
- Chores program
- Bingo
- Crafts
- Health Programs
- Bake offs
- Walking club
- Library program
- Computer classes

July1, 2003-June 30, 2004 Statistics

Newsletters	3928
Visits to the center	2362
Phone calls	7408
General Information	9770
Transportation	581
Volunteers	77
Educational& Recreational Programs	504
Exercise Programs	1485
Meals on Wheels	4132
Lunches	299
Outreach Support	1232

Veterans Director
508-234-9240

Fiscal year 2004 brought a very important change to Massachusetts veterans. M.G.L. c.4, sec 7 was amended to include "peacetime" service in its definition of "veteran". This brings some important benefits to many who previously were not entitled. You no longer are required to have served during "wartime" for **State** benefits.

Many veterans have been taking advantage of VA benefits, particularly, VA Healthcare. It is never too late to enroll. Veterans are finding they will save on prescription costs, which is a great concern to many of us. Veterans leaving the service after serving in Afghanistan or Iraq have some additional VA benefits they should take advantage of. Form DD214 is the document necessary to obtain any veterans' benefits. If you have lost or misplaced yours, I may be able to obtain a copy for you.

Veterans' Services is located in room 2-1 at the Northbridge Town Hall. My office hours are Monday, 8:30am to 7:00pm; Tuesday – Thursday, 8:30am to 4:30pm and Friday, 8:30am to 1:00pm. The telephone number is 508-234-9240.

As always, Veterans' Services looks forward to assist veterans/dependents. Please contact me for any veteran concerns.

Respectfully submitted,
Ken Trajanowski
Director

Simon Fairfield Public Library
508-476-2695

Library Trustees

Elliott G. Chesebrough*	Chairman
Ramona Lachapelle*	Treasurer
Betty R. Holden*	Vice-Chair
Barbara Gjeltema*	Secretary
Joe Biagioni	
Deborah Froehlich	
Tim Martin	

(*Denotes Life Members)

Honorary Life Members
William Baron
Jack Sughrue

Sue S. Cave
David R. Manning
Lena Quinn
Lilian Cencak

Library Staff

Ann D. Carlsson	Library Director
Janeen Rawson	Children's Librarian
Maryellen Aubin	Circulation Librarian
Debbie Soderman	Library Assistant
Gail Bowen	Substitute Library Assistant
Josh Tetreau	Library Page
Katie-Grace Youngsma	Library Page
Todd Migliacci	Library Page
Tina Soderman	Library Page

Circulation Statistics

Adult Non Fiction	1687
Juvenile Non Fiction	3097
Adult Fiction	4676
Juvenile Fiction	9097
Total Book	18557
Periodicals	1974
Audio Books	289
Inter Library Loans	254
Videos	1323
CD's	104
Total Non Book	3944
Total Circulation	22501

This past year the Library reached the top of the wait list for the 1.8 million dollar State Construction Grant. This means the State has our funds in hand for the renovation and expansion of the Douglas Library. The Trustees, staff, and Library Building Committee have been discussing and reviewing the plans for renovations and are excited to present this project to the town. Because of this anticipated project, we postponed installing air-conditioning in the building till next summer.

Our children's programming continues to grow along with the town. Story times were offered throughout the year for ages 2 through 12. A summer reading program was also offered. A "big kids story time" saw older kids come to the library to read; grow a butterfly garden; attend documentaries in Providence; pick apples at Douglas Orchard and visit museums and gardens. Several special programs were offered including: Creative Writing; Sparky's Puppets; Wild Animal Adventures ; World Music. These were sponsored by Unibank for Savings and Grants from the Douglas Arts Council.

The Library also hosted a quilt show highlighting the beautiful works from members of "Thimble Pleasures", a local quilt guild. Free passes were available to: Mashantucket

Pequot Museum; Ecotarium, and Davis Farmland. During Octoberfest, we offered pumpkin painting on the front lawn and a "Friends of the Library" book sale. Many thanks to our loyal volunteers who help with this annual event. At Christmas, the Library hosted its annual open house with holiday crafts for children, a recipe swap, and a visit from Santa.

The Library continues to be a Member of the Central Western Massachusetts Automated Resource Sharing network through which we have electronic access to public and academic libraries throughout the state. Any book not on our shelf that a patron is looking for, we can usually borrow from some place else. Through CWMARS we also have access to electronic databases, ranging from full-text magazine and newspaper articles to business and health resources. Not only are these available in the library, but patrons may access these from home, using their library card number. Patrons are welcome to call the library for additional information on how to access these valuable tools.

This coming year promises to be one full of changes. Our long-time children's librarian, Janeen Rawson will be retiring. Much work will be done to bring the building project before the town. We are in the final stages of enhancing electronic access to our holdings to patrons. Our collection is now available on the CWMARS website, along with other libraries throughout the state. The advantage to this is now patrons will be able to reserve any book they find in the online catalog and have it automatically delivered to the Douglas Library. This service should be available by mid-September. In addition, we are also in the final stages of putting our catalog on the Douglas Web-site, making it easier for community members to search our catalog from home.

Respectfully Submitted,
Ann D. Carlsson
Library Director

Library Building Committee

508-476-2695

The Library Building Committee learned that the Town of Douglas moved quickly up the waiting list and we will be asked to sign the Grant Contract on May 15, 2005. Upon the signing of the contract the Town of Douglas will immediately receive 30% of the 1.8 million we have been awarded, with an additional amount at mid point. The remaining balance of the 1.8 million will be received when the project is completed. We did receive several resignations during the year and have been fortunate in replacing them with some very qualified people.

The Committee made use of this waiting period to consider several issues. The Committee consulted with William Cundiff, Town Engineer, about how the expansion of the Library would fit into the long range plans for the downtown area; and began looking at ways to bring solid knowledge of the projected to the residents of Douglas. We also

met with the Selectmen to explain our plans and inform them of the rapidly approaching signing date.

Respectfully Submitted
Merritt Tetreault
Chairman Library Building Committee

Cable Advisory Committee

This turned into a very exciting year for the Cable Advisory Committee. Our major task was to finish negotiating the Town's contract with Charter Communications. This process took into account the needs of our local cable access channels as to allow for improved abilities to produce local programming.

The final contract was negotiated by the Committee and approved by the Board of Selectmen. The contract extends the service from Charter for another 10 years. It also includes funding that will allow the local channels to improve its studio facilities, to acquire new equipment and to provide for a local access coordinator.

The goals of the Committee for the next year will be to create a job description and hire the Coordinator. This will allow for an organized approach to providing more of the government meetings that take place and to provide for training for interested citizens who will in turn produce their own programs. We expect to provide equipment that will allow for production of local programs and a studio from which these programs can be scheduled.

Currently, the Committee continues to oversee the three PEG (Public, Education, and Government) Channels. Over the past year, the programming included the meetings of the Selectmen, School Committee, Planning Board, Conservation Board and the Annual Town Meeting. The committee produced the annual "Meet the Candidates" night with the assistance of Charter Communications. Other local programming included many of the high school basketball games this past season. The Town Message Board is updated on a weekly basis.

The next year will bring substantial changes to the way local cable operates. The Town can expect to see many enhancements to the current broadcast schedule

Respectfully submitted,
Thomas M. Devlin, Jr.
Chairman
Cable Advisory Committee

MA Cultural Council

The Massachusetts Cultural Council (MCC) funds local cultural councils in most Massachusetts cities and towns. The MCC receives its funding from an annual appropriation from the Commonwealth, support from the National Endowment for the Arts, and donations from public and private entities. In FY2005 the Douglas Local Cultural Council (LCC) received $2,000 from the MCC, and provided $1950 in grants. The remaining $50 will be saved for future grants.

LCC funds may only be used to support programs in the arts, humanities and interpretive sciences in Massachusetts. Each year, the grant cycle begins on October 15th, at which time the grant applications are due to the LCC. The LCC is then responsible for meeting and deciding which projects should be approved for that fiscal year and then forwarding those decisions to the MCC. In April, the MCC sends a list of final approvals/disapprovals to the LCCs.

Recent projects that have been approved by the LCC and MCC include jazz concerts, programs through the local library, senior center events, ornaments, and Octoberfest performances. Although our funds are very limited, the Douglas LCC strives each year to bring diverse and interesting events to the area.

The Douglas LCC is always looking for difference perspectives to add to our decision-making body. If you are artistic, interested in cultural activities, or if you just want to get involved with our Town, please pick up a volunteer application from the Board of Selectmen's office, fill it out and return to the Selectmen.

Respectfully submitted,
Mitch Cohen, Chair
Marleen R. Bacon, Vice-Chair
BettyAnn McCallum, Secretary
Alysa Cohen, Patricia Brule

Octoberfest

Once again this last years Octoberfest was a great success, even with the weather being somewhat uncooperative in the morning. It was held on Saturday October 4, 2003. The veteran committee faced new challenges this year and worked very hard to include new and unique attractions for this year's event. Art, quilting, and baking contests were added to this year's activities and were well received. Prize ribbons were awarded to the top three entries in each class. Future festivals will include more of these.

The day started with a parade up Main Street, with participants from the Worcester Sea Cadets as our color guard, scout troops, dance groups, karate groups, Pick wick players dressed in historian outfits, town officials, ambulances, and fire trucks. It is always wonderful seeing the participation from our town as well as our neighboring towns. The Parade route was reversed this year and the new route seemed to accommodate the crowd and traffic control more efficiently.

Behind the library as well as on Main Street there were rides and games for all ages. The rock climb, moonwalk, tiger maze and obstacle course are always a great hit with everyone. The cash cube was again a favorite to many people; there were some wonderful and generous certificates and prizes to be won. There were food and craft vendors from Depot Street to Cook Street. There was a large variety of items and services to choose from, ranging from hand made items, woodcrafts, paintings, silent auction (always a big hit) from the church, jewelry, hats, toys and many more items, too many to list.

There was entertainment through out the day ranging from singers, bands, chorus, dance routines, karate demonstrations, cheerleaders, the pick wick players, jugglers and clowns. Special recognition must be given to the Douglas Cultural Council for providing grants to make some of these acts possible. The Douglas Band once again did an outstanding performance on Main Street.

The street being closed for the Third year was a great success. The committee worked closely with the police department to ensure the safety and wishes of everyone. We are doing our best to fill the whole street with activity and create a better event each year. The Douglas Octoberfest is rapidly becoming one of the area's best festivals and is eagerly awaited by patrons from several area communities. Surrounding towns have even approached members of our committee with questions for guidance on similar events being organized in their community.

The committee would like to thank anyone and everyone who helped to make this another successful year for our town of Douglas. We want to thank all the generous donations we received from local merchants, contractors, business offices and everyone else. Without these donations, the Octoberfest would not be the success it has been in the past and hope to continue in the future.

We have once again started planning for this year's event on October 2, 2004. We are looking for comments and ideas any one would feel could improve this years Octoberfest. Anyone interested in participating can contact the committee through the town hall, or at a meeting held the second Thursday of the month at the Municipal building.

The Douglas Festival Committee would like to thank everyone in advance for this years help in creating another successful Octoberfest . We are always seeking volunteers and people interested in keeping our town events and spirits alive and well.

The Douglas Festival Committee

Skate Park Committee

The Douglas Skate Park Building Committee was organized by a group of Douglas citizens who were motivated to have a skate park constructed for the "bikers, boarders and bladers" of the Town of Douglas. It was observed that many surrounding communities had these facilities. The Douglas Skate Park Building Committee is composed of five sub groups assigned to a specific area with a chairman for each sub group. They are as follows: Co-Chairwoman and Site location-Suzanne Gagnon, Co-Chairwoman and Treasurer- Pam Mort, Designer-Dave Cheney, Secretary and Fundraising-Andrea Cutting, and Grant Research- Rhoda Kaczmarek. The Douglas Skate Park Building Committee has held open meetings the last Wednesday of the month to review the research and progress of the sub groups. We are always seeking volunteers and new ideas from people interested in helping with this skate park project. In December of 2003 it was decided that the Skate Park would be located at the Martin Road facility. We have determined the safety policy and have agreed upon the best design for the park. We are currently waiting to begin excavation. The goals for the Douglas Skate Park Building Committee in the next year are to continue with fundraising for the monies needed to complete the project.

Respectfully submitted,
Andrea Cutting Secretary

AT YOUR SERVICE

Accountant	**476-4000 ext. 110**
Animal Control	865-1354
Assessors	**476-4000 ext. 353**
Building Department	476-4000 ext. 351
Building Maintenance Director	**612-6738**
Board of Health	476-4000 ext. 352
Board of Health Nurse	**476-4000 ext. 111**
Collector of Taxes	476-4000 ext. 354
Community Development Dpt.	**476-4000 ext. 357**
Conservation Commission	476-4000 ext. 357
Council on Aging / Senior Center	**476-2283**
Executive Administrator	476-4000 ext. 101
Finance Committee	**476-4000 ext. 121**
Fire Department	9-1-1
Non – emergency	**476-2267**
Highway Department	476-3378
Library, Simon Fairfield Public	**476-2695**
Planning Board	476-4000 ext. 357
Police Department	**9-1-1**
Non – emergency	476-3333
School Department	
Administration	476-7901
Early Childhood Learning Center	**476-4035**
Elementary	476-2154
Intermediate School	**476-3332**
High School	476-4100
Blackstone Valley Reg. Vo. Tech.	**839-5471**
Selectmen	476-4000 ext. 350
Town Clerk	**476-4000 ext. 355**
Town Engineer	476-4000 ext. 108
Transfer Station	**476-3742**
Treasurer	476-4000 ext. 356
Veterans' Director	**234-9240**
Water/Waste Water Divisions	476-2400

TOWN OF DOUGLAS
MASSACHUSETTS